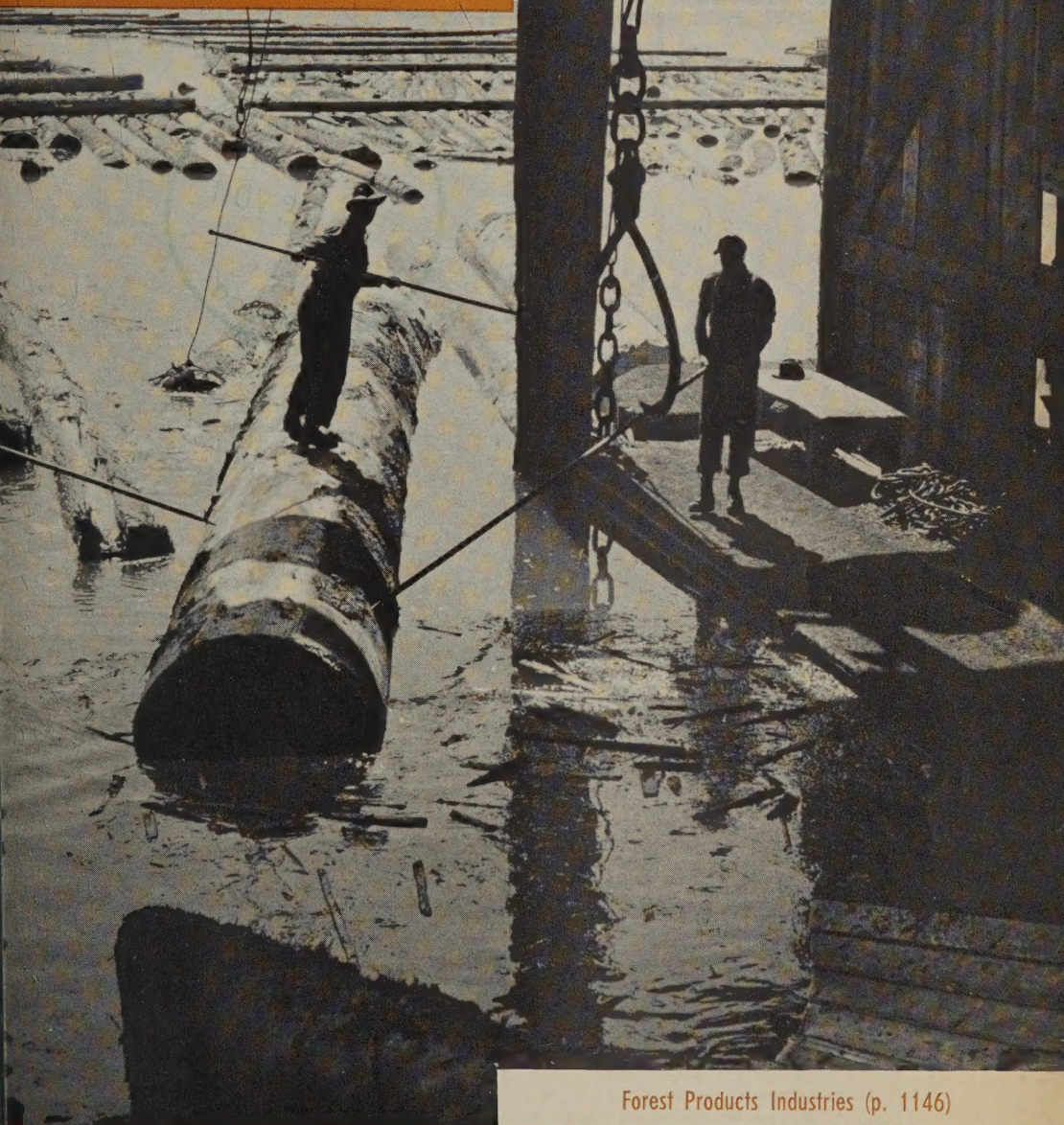




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Forest Products Industries (p. 1146)

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manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

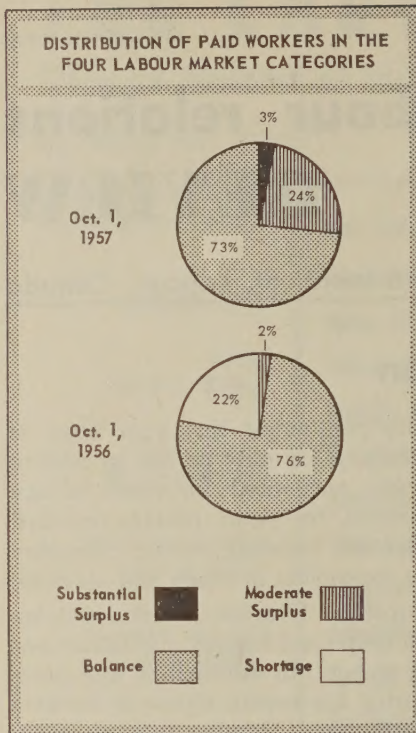
EMPLOYMENT fell less sharply during September this year than in the same month in the two preceding years. This may be due in part to a delayed harvest. The construction industry accounted for some of the strong demand for labour in non-farm industries, for many centres reported a rise in activity, primarily in the residential building sector. Another important factor was the steady employment expansion in trade and services.

There is little apparent strength in forestry. Current reports indicate little improvement in lumbering, slow starts in pulpwood logging and reductions in pulpwood production plans for the coming season. In automobile and parts manufacturing, sporadic layoffs continued during the month although workers were being recalled in large numbers at the beginning of October in preparation for the production of new models. The primary iron and steel industry continued producing at less than capacity and layoffs were reported in textiles and various metal products industries.

Most harvesting operations were completed by the end of September with yields somewhat better than had been estimated earlier. The farm labour situation contrasted sharply with that of the last two years. Instead of continuous scarcity through most of the summer and extreme shortages during the harvest, farm labour was readily available through most of the season this year. The difference between this year and last was most noticeable in the Prairie Provinces, where all but two local markets were classified as being in labour shortage last year. This year, all areas in this region were classified in Group 3, which denotes an approximate balance of labour demand and supply.

Employment continued to be substantially higher than last year. In non-farm industries the increase amounted to more than 4 per cent and although there was some offsetting decline in agriculture the net gain was still more than 3 per cent. The increase in total employment over the year included more opposing movements than usual. Regional changes in non-farm employment ranged from plus 12 per cent in the Prairie Provinces to minus 4 per cent in the Atlantic Provinces; the latter is the only region to show a decline in non-farm employment for some time.

Forestry fell below last year's level at mid-year and in September was down about 21 per cent. Mining employment was also lower than a year



earlier, although certain parts of the industry, notably oil and natural gas, were substantially higher. In manufacturing, as mentioned above, automobile and parts, wood products, and some of the iron and steel products were down from last year but the continued expansion of chemicals, oil refining, aircraft and shipbuilding sustained the level of total manufacturing employment.

The increasing growth of the construction industry has been an important sustaining force this year. The year-to-year gain in September was estimated to be 8 per cent. One of the important factors has been the recent improvement in residential building. Housing starts in September, seasonally adjusted, were not quite as high as in August, but were substantially higher than in the early part of this year.

Although employment rose over the year, the increase in the labour force was greater. The high rate of labour force growth, which was particularly noticeable in the early part of the year,

appeared to slow down in July and August. In September, however, the labour force declined by only 83,000; the average decrease in September during the past four years has been 123,000, and was less than 100,000 only in 1954.

The number of persons without jobs and seeking work, as a percentage of the labour force, has almost doubled since a year ago. Unemployment increased in all regions and in virtually all local areas. In addition, reports indicate that in some industries overtime has been curtailed and in others a short week has been instituted. According to the labour force survey, 36,000 persons were on short time in September, compared with 22,000 a year earlier. Related statistics show that at mid-year, average weekly hours were lower than a year earlier in most manufacturing industries. In construction and mining, however, they were higher.

The effect of the increase in the labour force on local labour market areas is indicated in the accompanying chart, which gives a year-to-year comparison of the proportion of paid workers in each demand-supply category. At October 1, this year, 27 per cent of the total were in the surplus categories; last year at this time only 3 per cent were in these categories, while 22 per cent were in the shortage category.

Forest Products Industries

The decline in domestic and export shipments of lumber has had a retarding influence on employment since the beginning of this year. More recently the market for pulp and paper products has also shown some

weakness. This latter development will have an important bearing on the employment situation this winter, because in many parts of the country pulp cutting and logging are a major source of income during the winter months for farmers, fishermen and other seasonal workers.

This year, for the first time since 1954, the consumption of pulp and paper products in the United States stopped rising. The United States obtains most of its newsprint from Canada and the export of newsprint and woodpulp to the United States accounts for a major part of output of these products in Canada. Consequently, Canadian production is very sensitive to changes in demand in the United States market.

The consumption of newsprint in the United States was 4 per cent lower than a year earlier in July and August, recovering to about the same level as a year earlier in September. Consumption for the first nine months was down by a little less than 1 per cent. Estimates of woodpulp consumption are not available but production and export figures indicate that the consumption of this product has also fallen off.

Total North American newsprint stocks were at an all-time high at the end of August and declined only slightly in September. These stocks include those held by consumers and mills in the United States and Canada, each of which was substantially higher than the 1956 figure for the same date. The total year-to-year increase at the end of September was 28 per cent.

These developments began to affect newsprint shipments from Canada soon after mid-year. In August, newsprint shipments to the United States were 10 per cent lower than last year and in September, 5 per cent. Offsetting gains occurred in shipments to other markets but total shipments in these two months were down 5 per cent. The export of woodpulp showed a marked decline in July.

Although Canadian newsprint production in the first nine months of 1957 was up from the same period last year, the output in recent months has been curtailed. In August it was 1.8 per cent lower than a year before and in September 5.3 per cent lower. Production, as a percentage of capacity, has been dropping steadily since March and by the end of September it was lower than at any time since the first half of 1946. Woodpulp production has been lower than last year since April.

Because of the continued expansion of newsprint productive capacity in the past few years, pulpwood cutting has increased substantially. The total amount cut and delivered in the first seven months of 1957 was 8 per cent greater than in the corresponding period last year. Signs of a possible decline appeared in July, when purchases from small operators showed a drop of 30 per cent from a year before. It was also evident in pulpwood inventories, which at the end of July were 16 per cent higher than a year earlier.

The slackening pulp and paper production is partially reflected in a recent levelling-off in employment in pulp and paper mills. Reports from employers and local offices of the National Employment Service also speak of extended holidays, reduced hours, and in rare cases the complete shutdown of mills. Quebec, New Brunswick and British Columbia are the principal areas affected.

The accompanying table, which refers to logging of all kinds but covers only firms with 15 or more employees, shows a year-to-year decline

PERCENTAGE CHANGES IN
EMPLOYMENT
1956 to 1957

	Forestry	Pulp and Paper Mills	Saw and Planing Mills
Feb. 1	+1.0	+2.8	-5.0
March 1	-1.0	+3.0	-5.3
April 1	-2.1	+2.4	-5.6
May 1	-6.9	+0.6	-4.8
June 1	-1.7	+1.0	-4.7
July 1	+2.0	-0.4	-4.7
Aug. 1	-1.5	-1.6	-6.3

Source: Employment and Payrolls, DBS.

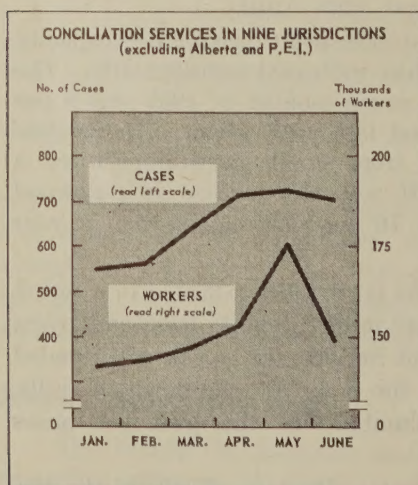
reductions in planned pulpwood cutting this winter and delays in the starting of operations this fall. This may explain the particularly sharp drop in forestry employment at present, when normally winter operations are getting under way.

A decline in lumber production has been evident for almost a year and is the result of lower sales in all of the main lumber markets. This industry is also sensitive to external fluctuations in demand, since close to one-third of total output is exported. The effect of the decline has been most marked in British Columbia. Lumber exports from this region to the United States were down almost 10 per cent in the first seven months of this year and the decrease in the United Kingdom market was even greater. Total production in British Columbia showed a decline of 11 per cent and sawmill production east of the Rockies showed a drop of 7 per cent. Stocks increased in all areas of Canada, somewhat more sharply in British Columbia than elsewhere.

The fall in logging employment, already mentioned, is a partial reflection of the decrease in lumber production. Sawmill employment, for example, was 6 per cent lower than a year earlier.

At the present time, there are few signs of immediate recovery in forestry or the forest products industries. Sawmill employment appears to have stabilized at about 4 to 6 per cent below last year. In the pulp and

paper industry, the adjustment appears to be minor, caused by high production during the past year and probably a temporary slowdown in U.S. consumption. During this period of adjustment there is likely to be a sharp reduction in log production, which will probably affect both the numbers employed in the woods this coming winter and their period of employment.



Conciliation activity in Canada increased markedly between January and May, as shown by a new statistical series (see page 1152).

Current Labour Statistics

(Latest available statistics as of October 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 21	6,048,000	- 1.4	+ 4.8
Total persons with jobs.....	Sept. 21	5,854,000	- 1.7	+ 3.1
At work 35 hours or more.....	Sept. 21	5,171,000	- 0.3	+ 0.1
At work less than 35 hours.....	Sept. 21	479,000	+34.2	+38.8
With jobs but not at work.....	Sept. 21	204,000	-50.7	+25.2
With jobs but on short time.....	Sept. 21	36,000	+12.5	+63.6
With jobs but laid off full week.....	Sept. 21	16,000	- 5.9	- 5.9
Persons without jobs and seeking work.....	Sept. 21	194,000	+11.5	+100.0
Persons with jobs in agriculture.....	Sept. 21	812,000	- 9.8	- 3.5
Persons with jobs in non-agriculture.....	Sept. 21	5,042,000	- 0.3	+ 4.3
Total paid workers.....	Sept. 21	4,624,000	- 0.5	+ 3.8
<i>Registered for work, NES (b)</i>				
Atlantic.....	Sept. 19	26,000	+ 1.2	+50.3
Quebec.....	Sept. 19	69,200	- 1.6	+58.4
Ontario.....	Sept. 19	106,600	+ 7.9	+59.3
Prairie.....	Sept. 19	24,300	- 0.8	+58.8
Pacific.....	Sept. 19	29,800	+ 1.0	+91.0
Total, all regions.....	Sept. 19	255,900	+ 2.9	+61.1
<i>Claimants for Unemployment Insurance</i>				
benefit.....	Sept. 1	208,708	+ 1.4	+57.8
Amount of benefit payments.....	August	\$13,033,311	- 5.6	+59.5
Industrial employment (1949 = 100).....	August 1	127.5	+ 0.7	+ 1.7
Manufacturing employment (1949 = 100).....	August 1	118.0	- 0.3	+ 0.1
Immigration.....	1st 6 mos.	182,416	—	+160.9 (c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	September	153,400	—	+ 9.9 (c)
No. of workers involved.....	September	20,650	—	-14.8 (c)
No. of strikes.....	September	49	—	+ 5.3 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	August 1	\$68.38	+ 0.1	+ 5.6
Average hourly earnings (mfg.).....	August 1	\$1.60	- 0.4	+ 5.2
Average hours worked per week (mfg.).....	August 1	40.5	- 0.3	- 0.7
Average weekly earnings (mfg.).....	August 1	\$64.96	- 0.6	+ 4.5
Consumer price index (av. 1949 = 100).....	Sept. 1	123.3	+ 0.6	+ 3.6
Real weekly earnings (mfg. av. 1949 = 100).....	August 1	127.0	- 1.2	+ 1.4
Total labour income..... \$900,000	July	1,307	- 1.1	+ 6.9
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	July	282.4	- 4.9	- 1.1
Manufacturing.....	July	276.2	- 6.7	- 3.5
Durables.....	July	327.1	- 6.0	- 8.6
Non-Durables.....	July	243.7	- 7.3	+ 1.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October *Labour Gazette*.

(b) See inside back cover, October *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The Bargaining Scene

TWENTY-NINE major collective agreements, covering bargaining units of 1,000 or more employees, were under negotiation or scheduled to expire during the period September 1 to November 30. The bargaining status of these contracts at mid-September is indicated on the opposite page.

Highlighting this period were a settlement between the Aluminum Co. of Canada, Limited, and the United Steelworkers at Kitimat, and a settlement for 11,000 workers of Avro Aircraft Limited at Malton. The former settlement provides for a 40-hour week, with a 5-per-cent plus 8-cents-an-hour wage increase in a three-year contract. Also included in this contract is a provision for union participation in job evaluation. The Avro settlement is scheduled to last for one year and includes a 10- to 14-cents-an-hour wage increase with a three-week vacation after 10 years' service.

Last month's settlements included a contract between the National Union of Public Service Employees and the Hydro Electric Power Commission of Ontario. Details of this settlement are now available. They are: 3½-per-cent wage increase, 60-per-cent employer contribution to Blue Cross & PSI medical plans, and establishment of a union-management job evaluation committee.

Since May 1957 the number of agreements in negotiation or scheduled for termination has been steadily declining. May was the peak. Table 1 shows that by October the number of such agreements had dropped to half the figure for May, and the number of workers involved had declined to about one-third of the number involved in the peak period. Settlements reached each month have shown a similar decline and the number of workers covered by these has dropped to less than one-quarter of the May figure. From the information available, it appears that the number of agreements in negotiation or scheduled to expire in November will be about the same as in October.

TABLE 1.—CONTRACTS SETTLED OR IN NEGOTIATION OR DUE FOR TERMINATION, 1957*

	In Negotiation, or Terminating	Number of Workers	Settlements	Number of Workers
May.....	59	189,500	17	70,900
June.....	50	137,500	8	14,800
July.....	47	131,900	13	51,300
August.....	38	90,100	5	9,800
September.....	34	80,500	12	36,400
October.....	29	55,600	6	14,600

* Bargaining units covering 1,000 or more workers.

Table 2 shows the time lapse between expiry and settlement for contracts signed between January 1 and October 15, 1957. The ratios between the five time lapse categories have changed since May (L.G., June, p. 670). There has been a significant increase in the number of contracts taking between three and six months and in those taking more than six months and less than a year to settle. Some of this increase can no doubt be attributed to the large number of agreements expiring or under negotiation at the mid-year.

THE BARGAINING SCENE OCTOBER 15, 1957

Bargaining Units of 1,000 or More Employees,

September 1 to November 30, 1957

In Negotiations and Terminating in Period:

	29 agreements, 55,600 workers
Bargaining carried over from August:	16 agreements, 34,800 workers
Terminating in period Sept. 1—Nov. 30:	13 agreements, 20,800 workers

Settlements Achieved, Sept. 15—Oct. 15:

6 agreements, 14,600 workers

Major Terms of Settlements (preliminary information)

● Wages and Duration—

4 agreements, covering 10,600 workers, are effective for one year.

2 agreements, covering 4,000 workers, are effective for three years.

4, covering 10,600 workers, provide increases ranging from 10 to 14 cents an hour.

1, covering 1,200 workers, provides an increase of 36 cents an hour spread over 3 years.

1, covering 2,800 workers, provides an increase of 5 per cent plus 8 cents an hour.

● Vacations—

4 agreements, covering 10,600 workers, provide a third week's vacation after 10 years' service.

● Union Security—

1 agreement, covering 1,200 workers, provides for a closed shop.

● Overtime—

4 agreements, covering 10,000 workers, provide for double time for overtime.

Negotiations Continuing at October 15:

	21 agreements, 37,600 workers
Bargaining in progress:	11 agreements, 19,300 workers
Conciliation in progress:	4 agreements, 8,900 workers
Post-conciliation:	1 agreement, 1,000 workers
Arbitration in progress:	3 agreements, 4,900 workers
Work stoppages:	2, involving 3,500 workers

Other Agreements Terminating in Period:

2 agreements, 3,400 workers

TABLE 2.—TIME LAPSE BETWEEN EXPIRY OF PREVIOUS AGREEMENT AND SETTLEMENT DATE OF NEW AGREEMENT FOR CONTRACTS SIGNED JAN. 1—OCT. 15 1957. *

Time Lapse	Agreements
1 month and under.....	27
Over 1 month and under 3 months.....	27
3—6 months.....	20
Over 6 months and under 1 year.....	10
1 year and over.....	2
Total.....	86

* Bargaining units of 1,000 and more employees.

than 90 per cent of the cases involved wage changes of from 5 to 15 cents an hour. Table 3 covers agreements of more than one year's duration.

TABLE 3.—AMOUNT OF WAGE INCREASE IN AGREEMENTS OF MORE THAN ONE YEAR'S DURATION, JANUARY 1, 1957—JUNE 30, 1957*

Amount in Cents Per Hour Subsequent Years	Amount in Cents per Hour First Year											
	1—4.9		5—9.9		10—14.9		15—19.9		20+		Totals	
	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.
Nil.....	1	72	8	5,834	10	3,954	4	297	3	623	26	10,780
1—4.9.....			11	6,812	4	2,806	2	1,812	1	48	18	11,478
5—9.9.....	1	1,371	15	14,332	10	2,707	2	5,493	2	2,771	30	26,674
10—14.9.....					13	13,431	6	2,650	1	75	20	16,156
15—19.9.....					2	1,605	1	225	7	2,161	10	3,991
20+.....							3	2,542	1	163	4	2,705
Totals.....	2	1,443	34	26,978	39	24,503	18	13,019	15	5,841	108	71,784

* Excluding seven non-comparable agreements covering 6,847 workers and two agreements covering 2,340 workers providing no increase for the first year.

Conciliation Activity, First Half of 1957

Federal and provincial departments of labour have recently begun compiling statistics of conciliation activity on a uniform basis.

The object is to obtain two basic types of information: a month-to-month record of the volume of conciliation activity; and an annual analysis of the stage at which settlements are reached. The figures in the chart (p. 1148) and the table below show the workload of conciliation activity during the first six months of 1957. They give month-to-month totals of cases (and workers involved) being handled by conciliation officers, conciliation boards, and, in a very few instances, other types of formal conciliation such as inquiry com-

TABLE 4.—NUMBER OF CASES BEING HANDLED BY CONCILIATION SERVICES IN NINE JURISDICTIONS (EXCLUDING ALBERTA AND P.E.I.)

1957	Cases	Workers Involved
January.....	548	99,747
February.....	559	110,505
March.....	637	132,605
April.....	713	162,389
May.....	745	178,123
June.....	701	142,484

Wage Changes

Wage changes included in the sample of agreements analyzed from those bargained in the first half of 1957 show a predominance of increases varying from 5 to 15 cents an hour. In total, 228 agreements covering more than 202,000 workers were included in the analysis. Of these, 86 agreements covering 119,000 workers were of one year's duration or less and in more

than 90 per cent of the cases involved wage changes of from 5 to 15 cents an hour. Table 3 covers agreements of more than one year's duration.

missions. Since many of the cases extend over more than one month there is considerable duplication in the figures. It will be noted that conciliation activity was highest in May, when a third more cases involving four-fifths more workers were being dealt with than in January. In June there was a drop in the conciliation workload.

Manpower Situation in Local Areas

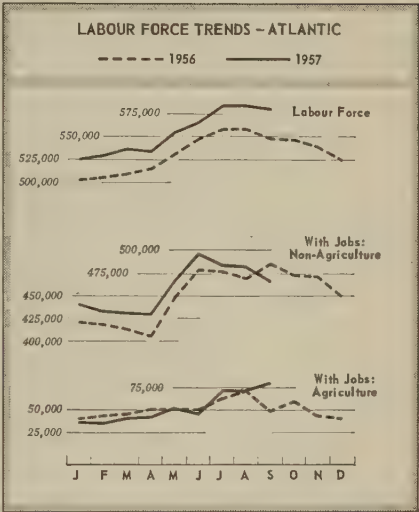
ATLANTIC

EMPLOYMENT declined in the Atlantic region during September after reaching a seasonal peak early in August. Potato pickers were in demand during the latter part of the month, resulting in a temporary increase in agricultural employment. More potato pickers were available than needed, however, because of reduced employment in non-farm activities. Total non-farm employment fell sharply during the month to a much lower level than last year at this time. At September 21, persons with jobs in non-agricultural industries were estimated at 466,000, a decline of 16,000 from the previous month and of 21,000 from the previous year. The decrease was more than seasonal and reflected weaknesses in some of the main industries of the region. For example, several areas reported further cut-backs in forestry production and employment; and construction, which changed little during the month, was considerably lower than last year.

Industrial employment held up fairly well during the first half of 1957 but has dropped sharply during the last three months. The number of persons with non-farm jobs declined by 31,000 during the third quarter of the year, compared with an average increase of 6,000 during the same quarter in the preceding four years. Much of the decline can be attributed to reduced employment in construction and forestry.

In New Brunswick, forestry employment has shown a steady year-to-year decline since the beginning of 1957. The decrease occurred in sawmilling, lumbering and pulpwood cutting. Little recovery is expected in the next few months as a number of pulpwood and lumber producers announced substantial reductions in cutting this winter. The reduced cut will undoubtedly result in a need for fewer workers. It is also expected to shorten the cutting season. Any reduction in the demand for forestry products is likely to have fairly widespread effects on the economy of this province because shipping, road construction and stevedoring are largely dependent on a steady movement of this type of cargo. Logging is also a source of income to a considerable number of New Brunswick farmers who usually cut pulpwood and lumber on their own bush lots.

In Newfoundland, forestry employment has been rather more stable than in New Brunswick. Nevertheless, a year-to-year decrease was recorded in September. After lagging behind last year in the early part of 1957 there was a recovery in April, which was maintained until August. During the



CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Vancouver-New Westminster	Calgary Edmonton Montreal Ottawa-Hull → QUEBEC-LEVIS St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Oshawa	Brantford FARNHAM-GRANBY ← JOLIETTE ← Lac St. Jean Moncton New Glasgow NIAGARA PENINSULA ← Peterborough Rouyn-Val d'Or Saint John Shawinigan Falls Sherbrooke Trois Rivières	→ Corner Brook → CORNWALL Fort William Port Arthur Guelph Halifax Kingston Kitchener London Sarnia Sudbury Sydney Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural activity)		Chatham Tnetford-Megantic- St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Bathurst Central Vancouver Island Campbellton DRUMMONDVILLE ← GALT ← Gaspé Lindsay Newcastle NORTH BAY ← OWEN SOUND ← Rimouski St. Stephen Victoriaville	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Fredericton Goderich Grand Falls Kamloops Kentville Lachute-St. Thérèse Listowel → Medicine Hat → MONTMAGNY Okanagan Valley Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore Sault Ste. Marie Simcoe St. Agathe-St. Jérôme St. Hyacinthe Sorel St. Jean St. Thomas Stratford Summerside Swift Current Trail-Nelson Truro Valleyfield Walkerton Weyburn Woodstock-Ingessoll Woodstock, N.B. Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

last two months, however, two large companies announced cut-backs in woods operations, halting the rise in employment that usually occurs at this time of year. Bowater's Pulp and Paper Mills Limited announced reduced cuts for the export market as well as for the mills. As a result, sizeable layoffs occurred in some of the logging camps in September. A 30-per-cent reduction in this year's pulp cutting was announced by the Anglo-Newfoundland Development company but no layoffs were reported during the month. Weaknesses in the forestry industry in this province stemmed largely from the fact that the mills have huge reserves of rough pulp which have been accumulating steadily in recent years.

A slow seasonal pick-up in construction activity in the region resulted in a large surplus of construction workers during most of the summer. At the end of September, the number of skilled and semi-skilled construction workers registered at the NES offices was about 64 per cent higher than a year earlier. All four provinces recorded year-to-year employment declines in construction in August but by far the sharpest drop occurred in New Brunswick. Decreases in building and general engineering accounted for the decline in this province, more than offsetting an increase in road and highway construction. For the region as a whole, construction employment has been well below last year since the beginning of 1957 and there was no evidence of reversal of the trend in September.

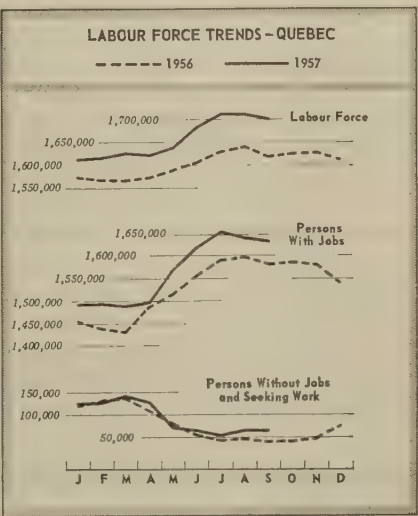
Unemployment showed a sizeable increase during the month, but the gain was distributed throughout the region, so that there was no change in the area classification. At October 1, the 21 areas in the region were classified as follows (last year's figures in brackets) : in moderate surplus, 7 (0) ; in balance, 14 (20).

Local Area Developments

St. John's (metropolitan). Remained in Group 3. Unemployment increased slightly during the month as a result of layoffs in logging.

QUEBEC

ACTIVITY in the non-farm industries in the Quebec region rose seasonally during September and in agriculture it decreased less sharply than usual. As a result, the decline in employment was smaller than the corresponding decline last year. But unemployment continued to be substantially higher than a year before because of a much expanded labour force. At September 21, persons with jobs were estimated at 1,636,000, some 7,000 fewer than a month before but some 53,000 more than last year. The number of persons without jobs and seeking work remained steady at an estimated 64,000, which represented 3.8 per cent of the labour force, compared with 2.5 per cent in September 1956.



The grain and potato crops were good but despite the high level of hiring for the harvest, farm labour was in surplus in the region. Employment rose in construction, forestry and manufacturing. However, the upswing was less than seasonal in construction and forestry, and certain industries in manufacturing were experiencing difficulties. Registrations of construction workers at NES offices rose during the month whereas in the corresponding period last year they were still declining. Residential construction strengthened during the month but remained weaker than last year. Activity in industrial and commercial construction continued at a high level during the month. Employment rose in forestry as winter cutting began but, because of a decline in the demand for lumber and pulpwood, logging camps were opening later than a year ago, were employing fewer men, and were planning to cut sharply reduced quotas. Reports indicate that 20 per cent fewer pulpwood loggers were working in the region than a year ago and that operations may end earlier this year than last. Activity continued to be brisk in non-metallic mineral mining (asbestos, stone, clay, sand and peat) but several layoffs occurred in copper, zinc and titanium mines during the month; at Val d'Or a zinc mine closed, laying off 360 men.

Employment rose seasonally in the manufacture of clothing and leather products. However, many primary textile plants were on short time. Short time also prevailed, and some layoffs occurred, in a number of pulp and paper mills, while operations in the manufacture of wood products (sawn lumber, doors and sashes) continued at a lower level than a year ago.

At October 1, the 24 areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 12 (0); in balance, 12 (24).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Activity in the port was lower than last year owing to a decrease in grain movements. Registrations of secondary textile workers declined as clothing factories began working at capacity. Skilled sewing machine operators were in shortage. Employment in the manufacture of transportation equipment and iron and steel products continued to be very high although there was evidence of some levelling-off in the production of structural steel.

Quebec-Levis (metropolitan). Reclassified from Group 2 to Group 3. NES registrations declined by some 10 per cent during the month. Employment rose in the manufacture of clothing and electrical appliances and in the shipyards. Construction activity, both residential and industrial, increased during the month; shortages of skilled labour were registered.

Farnham-Granby and **Joliette** (major industrial). Reclassified from Group 3 to Group 2. The reclassification of Farnham-Granby was due entirely to layoffs in plants manufacturing rubber products. The layoff at the largest of the plants affected, however, was expected to be of short duration. In Joliette, employment in construction declined during the month and there was some temporary dislocation of manpower owing to the installation of new machinery at an iron and steel plant.

Drummondville (minor). Reclassified from Group 3 to Group 2.

Montmagny (minor). Reclassified from Group 2 to Group 3.

ONTARIO

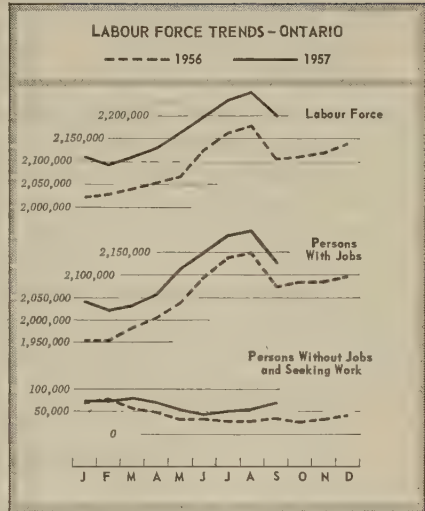
EMPLOYMENT in Ontario showed the usual seasonal decline during September, mainly as a result of the withdrawal of students and other summer workers from the labour force. Persons with jobs at September 21 were estimated at 2,125,000, a decrease of 68,000 from the previous month but an increase of 49,000 from previous year. The number of persons without jobs and seeking work was 38,000 higher than a year earlier.

Completion of most harvesting operations resulted in a considerable reduction in agricultural employment and accounted for more than two-thirds of the total decline. Employment in forestry, which had been higher than last year during the second quarter of 1957, declined during September as it did in other regions. The manufacturing industries as a whole underwent little change, declines in some being counter-balanced by increases in others. The automobile and parts industries were still in the process of changing over to 1958 models and continued at a low level of production and employment, although some plants had begun recalling workers in preparation for the new production season. Slackness continued in the production of primary iron and steel and heavy industrial machinery and equipment but the production of structural steel showed no signs of a letup. The wood products and appliance industries remained generally quiet, except for furniture manufacturing, which showed a noteworthy improvement. The radio and television industry, which had been operating at a low level during most of the year, began its new production schedule and textile production also rose seasonally. Activity in residential construction increased for the second consecutive month but was not sufficient to offset the effect of a simultaneous decline in non-residential construction.

During September, five of the 34 areas in the region were reclassified, one from moderate surplus to the balance category and four from balance to moderate surplus. At October 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 2 (0); in moderate surplus, 9 (2); in balance, 23 (25); in shortage, 0 (7).

Local Area Developments

Metropolitan Areas: *Hamilton*—Remained in Group 2. After considerable cutbacks in employment and prolonged holiday periods, the levelling-off process was considered completed and some improvement was already noticeable. Small layoffs and two labour disputes reduced employment in the primary iron and steel industry. Employment in textiles and electrical apparatus and supplies improved seasonally and a number of large construction projects promise steady employment in construction in the months to come. *Ottawa-Hull*—Remained in Group 3. In Ottawa, the demand for



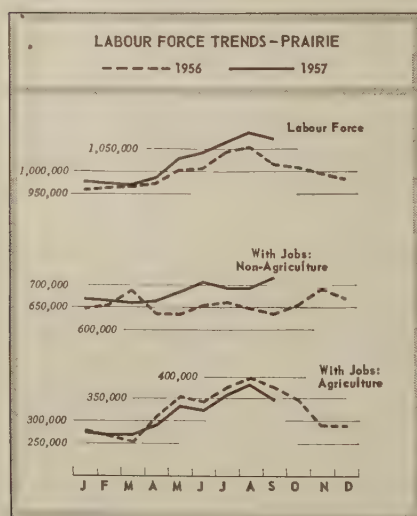
labour in almost all occupations increased considerably during the month, partly because of vacancies created by students returning to school, and partly because of increased construction activity. Shortages of certain types of clerical, sales and service personnel continued. The employment situation in Hull was less favourable. The closing-down of a textile factory, which is moving to Toronto, and reduced output of wood and paper products resulted in a number of layoffs. Fewer workers than usual were hired for pulpwood cutting. *Toronto*—Remained in Group 3. Activity in the textile and radio and television industries increased seasonally. The wood products industry remained quiet. Reduced activity in parts of the iron and steel industry resulted in some layoffs but the meat packing and food processing industries continued operating at a high level. A labour dispute involving plumbers, steamfitters and carpenters affected employment in construction. *Windsor*—Remained in Group 1. The employment situation showed little improvement. A limited number of automobile workers were recalled but automobile production remained low. Employment in the construction industry showed a slight improvement. The demand for farm labour this year was lower than anticipated.

Cornwall (major industrial). Reclassified from Group 2 to Group 3. A drop in the labour force following the departure of transient workers and a high level of activity on the St. Lawrence Seaway resulted in the reclassification of the area.

Niagara Peninsula (major industrial). Reclassified from Group 3 to Group 2. A decline in agricultural employment as fruit-harvesting neared completion and a seasonal decline in the tourist trade were mainly responsible for the reclassification. Reduced grain shipments resulted in some layoffs but most manufacturing industries continued active.

Galt, North Bay and Owen Sound (minor). Reclassified from Group 3 to Group 2.

PRAIRIE



PRODUCTION and employment continued high in the Prairie region during September. Apart from the usual seasonal reductions in employment following the completion of grain harvesting and the withdrawal from the labour force of students and other short-term workers, no significant staff reductions occurred during the month. At September 21, persons with jobs were estimated at 1,061,000, a decline of 9,000 from the previous month but an increase of 47,000 from a year before. The number of job seekers was slightly greater than a year ago.

The over-all employment situation showed strength during the month as activity in most of the non-farm indus-

tries either held firm or increased. Construction work increased sharply, resulting in heavy demands for almost all types of skilled tradesmen. At the same time, manufacturing employment showed some improvement and the increasing volume of trade was expected to take up most of the available supplies of sales and clerical help. Total non-farm employment increased by 23,000 in a month when it usually declines. Farm employment fell by about the usual amount during the month. On the whole, labour supply and demand were in much better balance in this region than in other parts of the country; registrations at NES offices in the Prairies represented 3.5 per cent of the paid workers in the region compared with 5.4 per cent for Canada as a whole.

Unemployment was about the same as last year in most local areas but labour requirements this year were met with much greater ease. As a result, all of the 20 areas in the region were in the balanced category at October 1. At the same date last year 18 areas were in the shortage category and 2 were in balance.

Local Area Developments

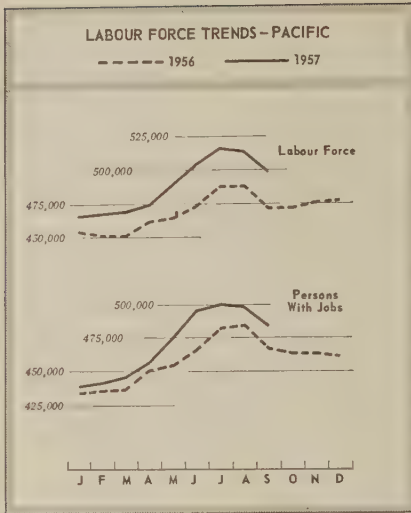
Calgary (metropolitan). Remained in Group 3. The employment situation changed very little in this area during September. Employment continued higher than last year but unemployment was also higher, owing to an increase in the labour force. Demands for harvest workers were being met with greater ease than last year, partly because of slow progress in harvesting but also because of a reduced grain yield. The construction industry was busier during the month than at any time this year, mainly because of further improvement in the residential sector. Substantially more bricklayers were available than needed but most other types of construction tradesmen were in strong demand.

Edmonton (metropolitan). Remained in Group 3. Unemployment continued to decline in this area as seasonal activities showed further expansion. Construction workers were in strong demand during September, though total employment in the industry remained well below last year. On the whole, non-farm employment was slightly higher than last year as increases in manufacturing and trade more than offset the decline in construction.

Winnipeg (metropolitan). Remained in Group 3. The construction industry recorded the greatest improvement of the season during September, accounting for a further decline in unemployment. Manufacturing employment changed very little from a month earlier and compared favourably with last year.

PACIFIC

EMPLOYMENT in the Pacific region continued to decline from a seasonal peak reached early in August, about five weeks earlier than last year. The number of persons with jobs at September 21 was 484,000, about 17,000 higher than a year before. Unemployment varied little from the August level but continued to be much higher than in September 1956. The principal reasons for the year-to-year rise in unemployment are the decline of both domestic and foreign demand for lumber, decreased mining activity, and the substantial growth in the labour force.



Manufacturing employment changed little during the month and was about the same as a year earlier, restricted mainly by reduced activity in the lumber industry. On the other hand, there were important increases in employment over last year in the pulp and paper, shipbuilding, and non-ferrous metal products industries. Construction employment continued to be higher than last year, although many construction workers were idle because of the lower level of house building. Mining employment remained considerably lower than a year ago. Agricultural labour requirements were heavy, as in 1956, but were easily met this year. In general there were significant surpluses of most

types of labour and few occupational shortages, in marked contrast to September 1956, when the reverse was true.

No changes occurred in labour market classifications during the month. At October 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (0); in balance, 8 (8); in shortage, 0 (2).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 2. Last year this area was in Group 3. Employment was higher than in September 1956 but the increase fell far short of the increase in the labour force. The logging industry reduced production and crews because of decreased demand and high log inventories, whereas in September 1956 workers were being hired to increase production. In manufacturing, sawmills operated at about the same production level as in August, well below that of last year. Steady production, however, is expected for the remainder of 1957. A high level of employment continued in the shipyards. There was a good volume of industrial and commercial construction work but residential construction was considerably lower than last year, with the result that the number of unemployed construction workers increased. Mining production was steady but there was little demand for labour. In agriculture, labour requirements were light and the supply ample.

Victoria (major industrial). Remained in Group 3, the same classification as last year. There was little change from August in either the employment or the unemployment level. The logging industry operated steadily, with labour supply and demand in balance. In manufacturing, sawmill employment was still well below that of last year, as depressed lumber markets kept hirings at a low level. Machine shops, too, were less active than in 1956. However, the cement industry was busier than usual and the shipbuilding and sheet metal industries showed continued strength, with some shortages of skilled shipyard workers occurring. There was some improvement in residential construction during the month and, with the exception of carpenters, there were few unemployed construction tradesmen.

NOTES OF CURRENT INTEREST

Stress Job-Finding, Not Insurance, Minister Tells UIC

Hon. Michael Starr, Minister of Labour, has issued instructions to shift the emphasis in the Unemployment Insurance Commission-National Employment Service from the insurance side to the employment side. He announced this action in an address last month to the annual convention in Toronto of the International Stereotypers' and Electrotypers' Union of North America.

"From now on, the full capacity of the Employment Service must be used in finding people jobs," he explained. "If necessary, the Employment Service must be expanded and rendered more efficient in carrying out this essential function."

The insurance side should be regarded as an emergency or alternative measure to be used only when every effort has been exhausted in finding suitable employment, he added.

Mr. Starr commented that he had a personal conviction that "nine out of ten Canadians would rather work at a decent and reasonable paying job than sit at home and collect a few dollars a week in unemployment insurance".

It was planned, he stressed, "to make the National Employment Service an efficient job-finding agency whose function will be to bring the right worker in touch with the right employer".

Maintaining employment at a high level was one of the issues to be faced within the next few months, Mr. Starr said. Several factors, he said, had tended to place more people in the labour market. He cited the record 175,000 immigrants that had entered Canada in the first six months of the year.

"Another serious factor was the so-called tight money policy implemented by the former government." This policy, Mr. Starr said, had a number of positive effects upon the economy: first, a slowdown in construction of new housing affecting not only the basic construction industry, but those industries depending on construction.

"Thus, a basic part of our economy was affected to the point where a substantial number of people found themselves laid off. This added to the total of those suddenly thrown on the labour market," he said.

Two measures have been taken to combat the situation thus created, Mr. Starr

said. Immigration has been curtailed and controlled until economic activity resumes to the point where immigrants can be absorbed. And financial support amounting to \$150,000,000 has been made available for low-cost housing.

The holdup on immigration is a temporary measure, the Minister said, that will be readjusted as soon as conditions warrant, which he anticipated would be sometime next spring.

The construction made possible by the new mortgage funds, he noted, will begin this fall and carry over into winter, at a time when employment in Canada is at its lowest.

The Minister then mentioned the Department's support of the winter work campaign, which, he said, "has been very effective in getting people to think in terms of carrying out construction and renovation programs in winter".

Expanding on his remarks relating to plans to make the NES an efficient job-finding agency, Mr. Starr pointed out that education was one of the big factors in getting the right job for the right man or woman. This was the reason for the Department's interest in promoting vocational education, in conjunction with the provinces.

Government expenditures on vocational training have risen to \$41,500,000 in 1956 from only \$29,500,000 in 1951, an increase of \$12,000,000 in only six years, he reported. In 1957, approximately 37,000 students were enrolled in industrial and technical courses in Canada and, in addition, more than 47,000 were enrolled in evening classes and more than 30,500 in trade schools.

Earlier in his address, the Minister recalled his invitation to labour and management organizations to send him their views on the amendment of the Industrial Relations and Disputes Investigation Act (L.G., Sept., p. 1045). The response from labour organizations, he said, has been most co-operative.

"I gather that they are prepared to lend their aid to the best of their capacity to see to it that measures are incorporated that will prove of benefit to the working people of this country."



—Windsor Daily Star

Presentation of "Ukrainian of the Year" award to Hon. Michael Starr, Minister of Labour. Making the presentation on behalf of the Ukrainian Professional Society is Eugene Woloshyn, Society President (left). Standing on either side of Mr. Starr are (left) Chester Manasterski, Alquippa, Pa., an officer of the Society, and (right) Dr. Anthony Wachna of Windsor, Ont., a Vice-president of the Society.

Ukrainians Name Minister "Man of Year" in America

Hon. Michael Starr, Minister of Labour, was last month named "Ukrainian of the Year for North America". Mr. Starr is Canada's first Cabinet minister of Ukrainian extraction.

A bronze plaque to mark the honour conferred on the Labour Minister was presented by the Ukrainian Professional Society at the close of its convention in Detroit.

The inscription on the plaque reads: "For service, leadership and high achievement in public office."

The award to Mr. Starr was the second to be made by the Society.

Society President Eugene Woloshyn, who made the presentation, explained that conferring of the award is based on the recipient's "past or present achievements where outstanding leadership, initiative attainment, service and contribution has been shown.

"The judging committee asks two questions: Did the person's achievements cause an enrichment of our democratic way of life? Did they promote the cause of freedom?"

"In Mr. Starr's case," Mr. Woloshyn said, "both questions can be answered with an emphatic 'yes'."

Collective Bargaining Now Accepted Way—Minister

During the last few years collective bargaining has, "almost overnight as it appears," become the accepted way of setting wages and working conditions in most of the larger industrial establishments in Canada, Hon. Michael Starr, Minister of Labour, told a seminar in Toronto last month sponsored by the International Confederation of Free Trade Unions.

"And," he added, "the Canadian Labour Congress has become a voice that is listened to with respect at the nation's capital and in the capitals of the provinces as well."

Some important results of this rapid development, the Minister said, are: (1) hundreds of thousands of workers who formerly had little if any influence in deciding their conditions of employment now have a strong voice in these matters through their union, and (2) these workers know that representations are being made

on their behalf, through the union movement, to governments, urging progressive social legislation and the adoption of economic policies designed to encourage and maintain high employment.

A key factor in the situation, Mr. Starr then said, was the response of Canadian employers to collective bargaining. "With occasional exceptions, employers by and large have accepted their obligations in a constructive spirit."

Relations Improving

Industrial relations in Canada have been improving in recent years, he thought, and Canadian procedures have, by and large, been successful. He commented on the ILO's choice of Canada to organize a discussion, at this year's conference, on the role of government in labour-management relations (L.G., Aug., p. 965).

"Whatever their strengths and weaknesses, Canadian unions in postwar years have benefited under our industrial relations system," the Minister continued. "They have made economic gains for their members, have encouraged them to co-operate with management in making possible greater production and thus even greater prosperity, and have helped them gain in security and in self-reliance.

"The emphasis on material gains has been important, but the other gains, designed to fortify the worker against arbitrary or unfair action and against economic ill winds, and to give him a constructive part to play in industry, have been a contribution towards fundamental human dignity."

Unions had to engage in considerable struggle to achieve their present status in Canadian life; but they still have to be on their toes to meet the new and varying challenges of modern industrial life, Mr. Starr warned.

He could think of few things more conducive to the achievement of greater freedom and better living standards for the peoples of the world than free, strong, democratic trade union movements firmly established in all the countries of the world.

"This, of course, is the declared objective of the ICFTU" and while "we in government will continue to do all we can through inter-governmental action, I sometimes think that yours is the greater opportunity," the Minister said.

Govt. Will Halt Use of Judges as Conciliators

The federal Government does not approve of the practice of using judges for work that is outside their regular judicial duties, Justice Minister Davie Fulton has indicated.

Among these non-judicial duties are services performed by the judges as members of both federal and provincial labour arbitration and conciliation boards.

The Justice Minister has indicated to provincial attorneys-general that no further appointments of that nature should be made, and that the federal Government intends to end the practice.

No direct order has been issued on the matter. However, the Minister said that "we are looking into the situation to see whether anything of a definite nature should be done about it".

Mr. Fulton noted that judges should not be used in extra-judicial duties. "Our view is that the Judges Act makes this quite clear."

Issue New Regulations For Granting NHA Loans

Details of the requirements that must be met to qualify for housing loans from the \$150,000,000 made available by the Government in August (L.G., Sept., p. 1048) were announced last month by Central Mortgage and Housing Corporation.

The announcement made it clear that loans will not be available for houses that include luxury features.

The regulations will permit loans for two-bedroom houses with up to 950 square feet of floor area; three-bedroom bungalows with up to 1,050 square feet; three-bedroom, one-and-a-half storey up to 1,100 square feet; three-bedroom, two-storey houses up to 1,150 square feet; and four-bedroom houses up to 1,300 square feet regardless of type.

Rental Housing

Row housing and other types of unserviced rental housing may be financed from the fund established by the Government but rents will be determined on the average bedroom count. A building with an equal number of one- and two-bedroom units will have rents pegged at an average of \$80 a month. If the units are in an apartment building, an additional rent of \$15 a month may be charged to cover services.

Indicating that the Government's program is being used for low-cost housing, as intended, it was announced in mid-September that the first 272 loans approved were for an average of slightly more than \$9,000.

First Bulletin Issued on Professional Manpower

Trends in Canadian professional manpower supplies and requirements are surveyed in Professional Manpower Bulletin No. 1, soon to be issued by the Economics and Research Branch of the Department of Labour.

Some of the findings disclosed in the bulletin are as follows:

—In the past 25 years, the number of professional workers in Canada increased twice as rapidly as the total labour force; the number of engineers increased four times as rapidly.

—Industry is by far the major employer of engineers in Canada. Scientists are employed in roughly equal numbers in industry, educational institutions and governments.

—Approximately 25 per cent of the engineers in Canada are doing administrative work; another 32 per cent are in designing and research jobs. Almost half the scientists are doing research work and about 20 per cent are teaching.

—From 1946 to 1950, Canada lost more professional workers through emigration than it gained through immigration. From 1951 on this trend was reversed and by 1953-54, net immigration of professionals had reached a peak of 5,000 annually. The average annual gain from 1956 to 1965 is expected to be slightly below this figure.

—New supplies of professional workers from university graduations and immigration, after rising sharply between 1946 and 1950, have changed only slightly in the past five years. During 1956-1965, prospective supplies are expected to be substantially increased by a rise in university graduations.

—Annual graduations in engineering increased about 30 per cent between 1946 and 1955 and are expected to increase more than 100 per cent between 1956 and 1965.

—Approximate net immigration of engineers fluctuated widely from 1951 to 1954, reaching a peak of 1,400 in 1953. During 1956-1965, net immigration is expected to play a diminishing role as a source of engineers.

—The supply of engineers from university graduations and net immigration combined was decreasing from 1951 to 1955. Increasing graduations are expected to reverse this trend and to almost double the supply by 1965.

—During 1956, 1957 and 1958, employers of engineers and scientists expect net requirements for such workers to increase at an average annual rate of about 11 and 10 per cent respectively.

—Most employers of professionals in Canada experienced difficulties in recruiting qualified professional workers in 1954 and 1955.

—In engineering, the greatest recruitment difficulties in 1954 and 1955 were in the mechanical, mining, electrical and mechanical fields. In the science fields, employers of physicists and mathematicians had the greatest difficulties.

—Shortages of professional workers have resulted in curtailment of production and of development and research activities for many employers in Canada.

Some chapter headings in the bulletin, *Trends in Manpower Supplies and Requirements*, are:

Growth in the Number of Professional Workers in the Canadian Labour Force;
Employment of Engineers and Scientists;
Supply of Professional Workers;
Supply of Engineers.

Immigrants Form Almost 9% of Technical Register

Immigrants occupying professional positions account for slightly less than 9 per cent of the total registrations in the Canadian Scientific and Technical Personnel Register maintained by the Department's Economics & Research Branch.

This is one of the several facts contained in Professional Manpower Bulletin No. 2, titled, *Immigrants in Scientific and Technical Professions in Canada*, soon to be issued.

Some matters discussed in the bulletin are immigrants as percentage of professions; country or continent of birth; academic level of immigrants; employers of immigrants; geographical distribution.

Book Illustrates Support Of "Do It Now" Campaign

A brochure illustrating the extent and type of support given to the Department's past three winter work campaigns has been issued by the Information Branch.

"In past years, the greatest support of the local campaigns has come from within the communities themselves," an introduction in the booklet states. "While there is no complete record of the local publicity developed, the known volume last winter was remarkable and of the kind that could be produced only by enthusiastic support of the basic principles behind the campaign.

"It is difficult, if not impossible, to assess fully the results of previous campaigns from a national point of view; but reports indicate that wherever local campaigns have

been vigorously pursued, they have been effective in increasing employment and economic activity generally."

The brochure reproduces samples of the approximately 30 pages of newspaper editorials in support of last winter's campaign; of the proclamations by municipal governments; of the 150 pages of news stories boosting the campaign; of the more than 400 pages of advertising sponsored by individual employers, building supply firms and contractors, and labour organizations; and of the outdoor billboards, theatre marquees and store window displays supporting the "Do It Now" campaign.

Motor Vehicle Repair Trade Analysis Issued

The booklet, *An Analysis of the Motor Vehicle Repair Trade*, prepared by a national committee appointed by the federal Department of Labour, is now available from the Queen's Printer, Ottawa, at a cost of 50 cents per copy.

In compiling the analysis the committee has endeavoured to include all operations of the trade that are considered essential in each and every province.

The analysis is of such a nature that officials in each province would agree that the operations and knowledge it contains are complete as the basis for training competent automobile mechanics.

Other trades that have been covered by an analysis to date are: machine shop, carpentering, sheet metal, plastering, brick-laying.

A booklet covering the plumbing trade is in the process of being edited and will be in print and available for public distribution shortly.

A committee of experts in the field was set up on September 30, and is working on the compilation of an analysis of the electrical trade.

Fund Proposed to Fight U.S. Job Discrimination

A fund that would be used to widen the job opportunities for all through the elimination of discriminatory barriers in hiring, promotions and upgrading has been proposed in the United States.

The National Urban League is preparing to open a campaign for \$1,000,000, the League President, Theodore W. Kheel, told the organization's annual conference last month.

He said the League planned to work in close co-operation with Industry and Labour in pursuing this objective and also

in developing persons with skills and know-how to fill the new types of jobs in an age of automation.

Enlightened managements, he said, have found that they can have good industrial relations only if they carefully avoid unequal treatment of employees. Similarly, he went on, seniority has always been a sacred doctrine for Labour since seniority is "nothing more than an objective way of avoiding discrimination".

Mr. Kheel cited as an example of a recent forward step by the League the fair employment practices agreement with the United Auto Workers, under the terms of which the union entrusted to the League the responsibility for processing complaints of discrimination against its locals (L.G., Aug., p. 934). He said many other unions were about to sign similar agreements.

U.S. Magazine Surveys Hiring Age Restrictions

Ninety-four of the 154 United States companies that replied to a questionnaire on age restrictions in hiring practices reported placing age ceilings on certain job classifications. The remaining 60 reported that they disregarded age as an employment consideration.

The questionnaire was distributed by *American Business* and an analysis of the replies is published as the magazine's "Survey of the Month" in the September issue.

But even though the majority of the companies replying to the survey set age limits on jobs, the ceilings often ranged as high as 65 years, the magazine reported.

Two tables accompanying the article deal with age restrictions in hiring men and with age restrictions in hiring women.

Also published in the four-page special section of the magazine are sample replies from company officials, grouped under three headings: reasons for having age restrictions of 35 or younger, reasons given for not having age restrictions, and comments of employers on age restrictions.

Other matters surveyed at the same time included company policy in hiring working mothers. It was found that 122 companies of those replying do hire working mothers but that many of them have reservations. The main concern is that small children will be cared for while the mother works.

Accident Claims

Accident claims received by the Government Employees Compensation Branch during August numbered 1,424, compared with 1,434 in July and 1,459 in August 1956.

Never Was Shortage of Engineers, Writer Says

"There is no concrete evidence that in the engineering field the demand has ever been greater than the supply," says Douglas G. Dainton in an article in the September *The Monetary Times*, entitled, "Is The 'Engineer-Shortage' Only a Myth?"

"Whilst there has been a demand for certain categories of engineers that could not be immediately satisfied," he continues, "at no time since the war has a shortage seriously affected industrial production."

Two Difficulties

However, he mentions two difficulties that confront those who are, in one way or another, responsible for the engineering profession. These difficulties are: the need for good teachers in the academic subjects of engineering—mathematics and science; and a tendency, now fortunately on the decline, for some sections of industry to mis-employ professional engineers.

On the need for teachers, the article says that "unless there are good teachers in schools there can be no high standard of scholastic results".

Regarding the "mis-employment" of professional engineers, the writer says that he means by this the putting of highly qualified men to doing "a lot of secondary work—keeping records and other clerical jobs—that could as easily be done (and to the advantage of the professional) by less skilled personnel".

The article quotes a member of the Professional Engineers' Association as saying that technicians are needed quite as much as, if not more than, engineers with degrees. A spokesman for "one of Ontario's largest engineering concerns" is also quoted as saying that what is needed is an "apprenticeship" system to fill the gap in technicians who can help engineers by doing sub-professional tasks.

Reduce Skill Shortage by Training, Mitchell Advises

If Industry spent half the money on manpower management and training that it now spends on pirating of workers, shortages of certain skills would be much less acute, United States Secretary of Labor James P. Mitchell told the Commerce and Industry Association in New York last month.

U.S. Industry was also taken severely to task last month by one of the country's leading educators for not paying the full price for the talent they expect the universities to produce.

Mr. Mitchell urged employers to plan for future manpower needs. He said that a change in the work force is coming that will make it necessary to give greater attention to encouraging youngsters to stay in school, and to seeing that schools are properly staffed.

Planning Required

While population growth will provide the 10 million additional workers that will be needed in the United States by 1965, finding workers with the specialized skills will require planning, the U.S. Secretary of Labor said.

The President of the University of Rochester, Dr. C. W. De Kiewiet, told business leaders that higher education was not a charitable institution but an indispensable agency that must be given support to do its job. Industry was paying only part of the price of the products of universities, he said.

Old Age Assistance Recipients Decrease

The number of persons receiving old age assistance in Canada decreased from 89,907 at March 31, 1957, to 88,887 at June 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$5,027,945.93 for the quarter ended June 30, 1957, compared with \$5,075,855.53 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$108,908,591.51.

At June 30, 1957, the average monthly assistance in the provinces ranged from \$34.03 to \$38.04, except for one province where the average was \$28.42. In all provinces the maximum assistance paid was \$40 a month.

Fewer Blind Persons Receiving Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,256 at March 31, 1957, to 8,225 at June 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$731,807.72 for the quarter ended June 30, 1957, compared with \$733,571.32 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$16,116,780.05.

At June 30, 1957, the average monthly allowance in the provinces ranged from \$37.34 to \$39.50. In all provinces the maximum allowance paid was \$40 a month.

More Disabled Persons Receiving Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 31,835 at March 31, 1957, to 33,114 at June 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$1,975,913.87 for the quarter ended June 30, 1957, compared with \$1,900,306.28 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$15,227,711.74.

At June 30, 1957, the average monthly allowance in the provinces ranged from \$34.14 to \$39.49. In all provinces the maximum allowance paid was \$40 a month.

"Citizens' Forum" Begins New Series This Month

"On the Shelf: At What Age?" is the topic of a program in this winter's "Citizen's Forum" series that may interest Labour. It will be broadcast over the Canadian Broadcasting Corporation's television network on Sunday, December 8, and over the Trans-Canada radio network on Thursday, December 12.

The series begins on television on October 27 and on radio on October 31 and lasts until the end of March. The TV programs are broadcast each Sunday afternoon during that period, and the radio programs each Thursday evening.

Topics of other programs of interest to Labour and the dates of their broadcast (TV named first) are: "More Leisure or More Money: What are You Working For?" December 22 and 26; "Immigration: Threat to Your Job?" January 19 and 23; "Are Big Unions Less Democratic?" March 2 and 6; and "Is Big Business the Best Business?" March 9 and 13.

Mitchell Sees 4-Day Week Long Time in Coming

Forecasting that there will be a labour shortage of 10,000,000 workers in the United States by 1965—mostly in skilled trades—U.S. Secretary of Labor James P. Mitchell sees the four-day work week as out of the question at present, and for a long time ahead.

Mr. Mitchell noted, in making his forecast, that there are no more skilled craftsmen on the job today than there were five years ago.

Leading exponents for a four-day work week are the United Automobile Workers and the International Woodworkers of America.

At the annual meeting at Portland, Oregon, of U.S. and Canadian delegates to the annual meeting of the Woodworkers, their president told them there is only one answer to unemployment—a shorter work week.

A. F. Hartung said it is "time the AFL-CIO takes the lead to bring about a shorter work week by whatever method is necessary. We must not wait until millions more become unemployed..."

The International Union of Electrical Workers, following the trend, wants a 36-hour work week spread over five days.

OFL Seeking Alliance With Province's Farmers

The Ontario Federation of Labour last month set up a committee to initiate talks with the province's farm organizations with a view to establishing a closer alliance of farm and labour organizations on the provincial level.

Already in existence on the national level is the Canadian Farmer-Labour Coordinating Council (L.G., Sept., p. 1067).

The OFL committee's first duty, said the Federation's Secretary-Treasurer, Douglas Hamilton, would be to ask farmers in the province to set up a similar committee.

Members of the OFL committee are: Paul Siren of the United Automobile Workers, Toronto; Lloyd Fell of the United Packinghouse Workers, Toronto; and Wilfred Ostling of the Pulp and Sulphur Workers, Port Arthur.

Newfoundland Federation Names Convention Site

The 22nd annual convention of the Newfoundland Federation of Labour (CLC) will be held in Corner Brook, Newfoundland, in September 1958. A suggestion that the convention be numbered the 3rd annual convention of the merged federation was rejected by the delegates to the 21st annual convention in July.

In the report of that convention (L.G., Aug., p. 943), it was incorrectly stated that the suggestion had been adopted. The report also neglected to mention that outgoing President W. Frank Chafe, in his final remarks to the convention, categorically denied the charge made by Andrew Cooper, international representative of the Brotherhood of Carpenters, that the Federation had failed to send invitations to international unions to send representatives to the convention.

Public Employees Unions Approve Merger Terms

Merger next year of two Canadian unions of public employees seems assured after the unions' annual convention last month both approved recommendations of a joint merger committee.

The National Union of Public Service Employees (CLC), with approximately 15,800 members in the public utility, civic service and hospital fields, held its 12th annual convention in Winnipeg September 4-6. The National Union of Public Employees (CLC), with a membership of approximately 35,000 municipal employees, held its 3rd annual convention in Calgary September 12-15.

The NUPSE was an affiliate of the former CCL; the NUPE, of the former TLC.

Proposed Name

Proposed name of the 50,000-member union that will result from the merger is Canadian Union of Public Employees. At the outset the new union will have 260 locals.

The merger proposal, drafted in meetings of representatives of the two unions and the Canadian Labour Congress, provides that membership in the merged union shall be open to any organization of employees of civic or municipal governments and their subdivisions; and of civic and municipal boards, commissions, hospitals and libraries.

The union will be governed by the annual convention, the executive board, the executive committee and the officers, in that order. The executive board, governing body of the union between conventions, will comprise the executive committee plus one representative named by each provincial federation. The executive committee, responsible for administration of the union, will comprise the president and five vice-presidents, elected on a geographical basis: one from the Pacific region and two from each of the Prairie and Eastern regions.

The present National Director of the NUPE, R. P. Rintoul, is to become the full-time Secretary-Treasurer of the Union.

First President

The first president of the union is to be elected from the membership of the NUPE, as will a vice-president for each of the three regions. Vice-presidents for each of the Prairie and Eastern regions are to be elected from the membership of the NUPSE.

The merger will be carried through by an eight-member unity committee comprising four representatives of each union. The committee is to draft a constitution

and call for the holding of the merger convention no later than December 31, 1958.

The Secretary-Treasurer's office is to be in Ottawa; that of the Director of Organization, in Toronto.

At the NUPSE convention, the 150 delegates approved resolutions:

—Condemning the use of interim injunctions in labour disputes.

—Opposing provisions of the Unemployment Insurance Act permitting municipal councils to remove certain employees from coverage of the Act.

—Asking removal of the \$1,200 ceiling on government annuities.

In the election of officers, James Clarke was re-elected President and Alvin Ladd and Ray Boocock re-elected Secretary and Treasurer respectively. Vice-presidents elected were: Keely Cummings, Frank Rogers and Colin Mainds.

In the election of officers at the NUPE convention, William Buss of Toronto was re-elected by acclamation for a second term as President. Vice-presidents elected were: Tom Lewitt of Vancouver, W. H. Hiltz of London and Harley Horne of Calgary.

Alta. Labour Federation Holds 2nd Convention

A resolution on child labour was the highlight of the 2nd annual convention of the Alberta Federation of Labour, held in Calgary in September.

In all, the 300 delegates dealt with more than 100 resolutions dealing with such matters as highway regulations, income tax, pensions, capital punishment, pipelines, government dividends, minimum wages and fair employment.

CLC President Claude Jodoin addressed the convention, telling of the advances made by Labour, particularly in the field of recognition in appropriate circles.

The delegates were unanimous in condemning the Alberta Cabinet decision to permit children as young as 12 years to seek jobs and accept money. "Children 12 to 15 years of age should be playing and growing up," the convention declared.

The delegates passed the resolution after they had been told that the Alberta Labour Act provision that previously had allowed children 15 years of age to accept certain types of employment for pay had been reduced by the Government through order-in-council to the minimum age of 12.

A letter from Premier Manning explained that the Cabinet's act applied only in limited areas of work and that it was designed to curb idleness, often to blame for juvenile delinquency.

William N. Gray, chairman of the resolutions committee, called the Premier's explanation a "flimsy, despicable excuse".

In his address, Mr. Jodoin made it clear that the Canadian Labour Congress has all the power necessary to keep Fascists, Communists and racketeers out of the Canadian labour movement.

Commenting on the wage-price inflation cycle, Mr. Jodoin said "Labour is not always to blame" for higher prices. Many corporations could absorb wage increases without immediately increasing the price of their goods, he declared.

Other Resolutions

Other resolutions by the convention asked for:

—An increase in the province's minimum wage to \$1.25 an hour from 75 cents in cities and 55 cents in rural areas with no exemptions from that minimum.

—A maximum five-day, eight hours a day work-week with no reduction in take-home pay;

—Provisions that would give all employees all national, provincial and civic holidays without loss of pay;

—A fair employment practices act similar to one passed by the federal Government and some of the provinces;

—A comprehensive works program for winter months.

—A larger and more equitable distribution of the profits from natural resources to municipalities, towns and cities, so they can reduce debts;

—Increased exemptions under the Income Tax Act;

—Pensions for widows and disabled persons of \$100 per month, with a corresponding increase for dependents;

—Pension of \$75 a month for men at age 65 and women at age 60 without a means test;

—A system of portable pensions, whereby an employee's pension rights and benefits are transferable from job to job;

—Provisions for low-cost housing;

—A separate provincial department of labour with a full-time minister and a labour relations board, adequately staffed to provide for complete enforcement of the Alberta Labour Act.

Charles Gilbert of Edmonton was re-elected President of the Federation, while Jack Hampson, also of Edmonton, was returned to the post of Secretary-Treasurer.

Five vice-presidents elected were: Dave Erickson, Frank Bodie, John Hannigan, A. L. King and Roy Jamha.

AFL-CIO Gives 3 Unions 30 Days to Clean Up

The Executive Council of the AFL-CIO last month gave three unions 30 days in which to clean up corruption in their organizations. The three, each found by the federation's ethical practices committee to be "dominated, controlled or substantially influenced in the conduct of its affairs by corrupt influences," are the Teamsters, the Bakery and Confectionery Workers and the United Textile Workers.

The Council, meeting in New York September 24, adopted resolutions directing all three unions to "correct the abuses set forth in the report of the ethical practices committee, and eliminate corrupt influences from the union and remove and bar from any position or office, either appointive or elective, in the international union or in any of its subordinate bodies, those who are responsible for the abuses".

The three unions were directed to report "to the satisfaction" of the Council, at a special meeting to be held October 24 in New York, "the steps taken to comply" with the directions. According to AFL-CIO President George Meany, the Council at that time "will have to make judgments on what steps have been taken" by the three unions.

The International Brotherhood of Teamsters has a membership of about 1,350,000; the Bakery and Confectionery Workers' International Union, about 140,000; and the United Textile Workers of America about 40,000.

Bar Association Wants Unions Incorporated

Two resolutions aimed at limiting the powers of trade unions were passed by the labour relations section of the Canadian Bar Association at its annual meeting in September.

One resolution urges that legislation be implemented that would make expulsion from a union grounds for dismissal by an employer only if the employee were ousted from his union for non-payment of dues.

The other resolution called for unions to be compelled to become incorporated, or given certain legal status, so they could be sued or file legal actions themselves.

From July 9, 1954, to May 15, 1957, a total of 122 cases was processed under AFL-CIO no-raiding agreements, of which cases 29 went to the impartial umpire and 88 were resolved through negotiations.

Warns Railroad Workers Of Automation's Effects

The terrific change taking place in modern industry due to automation "is bringing about an awakening of our members on the railroads," President H. G. Smith of Division 4, AFL-CIO Railway Employees Department, told delegates to the triennial convention of the Department held in Windsor in September.

More than 200 representatives of the various craft unions of the Department from all parts of Canada attended the main convention. The unions of the crafts held separate meetings prior to the main one.

Mr. Smith noted that "we will be compelled to deal in a practical way with a shorter work week if we are going to maintain full employment and maintain our relative social and living conditions..."

At their conference, the Brotherhood of Railway Carmen went on record as favouring an across-the-board pay increase of 45 cents an hour, when their contract comes up for renewal with the Canadian National Railways.

In October, representatives of the non-operating employees of the Canadian railways were meeting in Montreal under Frank H. Hall, formulating demands they will make in negotiations for new contracts at the end of the year.

Rail Maintenance Jobs Cut 33% by Automation

Automation on United States railways has eliminated 86,267 maintenance-of-way jobs—33.6 per cent of the employee positions in this category—during the period 1946-1956, according to an article by Arthur B. Shenefelt in the *Journal of Commerce* of September 10.

Costs have been reduced by more than 25 per cent.

The railways' job reduction is nearly twice as much as that experienced by the textile and soft coal industries, both depressed industries, in the past eight years.

Mr. Shenefelt based his article on a study of railway automation by Dr. William Haber, professor of economics at the University of Michigan. The analysis was financed by the Brotherhood of Maintenance of Way Employees.

That Brotherhood has been hit 15 times as hard by technological advance than any other segment of railway labour, the study found. Further drops in employment "cannot be avoided," it states.

The whole issue offers railway management "incentive to reduce seasonal and cyclical fluctuations in maintenance-of-way employment," the analysis declares.

Number of Rail Employees Again Declines in U.S.

The number of railway employees in the United States on the payrolls of Class I railways declined to 1,042,664 in 1956 from 1,058,216 in 1955. This followed a pattern of decline begun in 1952, when the number was 1,226,663.

Number of hours paid for in 1956 totalled 2,365.8, a fraction higher than in 1955.

Average straight time hourly earnings for compensated railway employees rose to \$2.25 an hour in 1956 compared with \$2.08 an hour in 1955. Average yearly compensation for an employee in 1956 rose to \$5,106.80 compared with \$4,718.94 in 1955 and average weekly compensation went up to \$97.67 from \$90.50 in 1955.

"Expandable" Contract Signed by ILGWU

Canada's first "expandable" collective agreement has been concluded between Joseph Augstein Ltd., Alexandria, Ont., and the International Ladies' Garment Workers' Union.

According to Bernard Shane, international Vice-president and Canadian Director of the ILGWU, the firm agrees to sign a collective agreement with the union whenever it opens a new plant in Canada.

The company, a branch of a United States firm of the same name, has also agreed to grant the same working conditions if and when it does open new branches.

The parent company in the United States is not unionized.

Seek Government Aid For Base Metal Mines

The federal Government was asked to take "emergency action" to keep base metal mines operating, in a telegram recently sent to Prime Minister Diefenbaker by eleven British Columbia members of Parliament.

The telegram was the result of a meeting held in Vancouver between the MPs and representatives of the International Union of Mine, Mill and Smelter Workers (ind.). It asked the Government to act because of the serious danger of unemployment in the base metals industries as a result of depressed prices.

Earlier a delegation representing the union had submitted a brief to the Prime Minister asking the Government to "establish floor prices for lead, zinc and copper".

It had also asked that the Government undertake to stockpile these metals "to the extent necessary to make these floor prices effective".

The brief said that "whole communities are faced with disaster. Five base metal producers have already been shut down."

Footwear Industry Asks Govt. for Protection

The federal Government has been asked, in a brief presented by the CLC and the Canadian rubber footwear industry, to take action to protect the industry from low-priced imports.

The brief suggests tariffs be raised to the point where import prices would be 90 per cent of the Canadian prices, since the industry is in "serious and progressive deterioration".

Imports of rubber-soled canvas footwear from low-wage Asiatic countries now account for 60 per cent of Canada's market of about 6,400,000 pairs a year.

The brief was submitted to Finance Minister Fleming.

Leslie E. Wismer Resigns As CLC Department Head

Leslie E. Wismer last month resigned as Director of the Legislation and Government Employees Departments of the Canadian Labour Congress. Later in the month he was appointed director of organization for the National Defence Employees Association, an affiliate of the Civil Service Federation of Canada.

To succeed Mr. Wismer the CLC named Andy Andras, who had been assistant director of the CLC's research department. Prior to the merger of the TLC and CCL, he was the assistant research director for the CCL. He is a member of the Office Employees' International Union.

Also announced by the CLC last month was the appointment of Max Swerdlow, education director, as a member of an international committee established by the ILO to study workers' education. The committee to be composed of 12 to 15 members, will meet at Geneva early in December.

Other appointments announced recently in labour and management organizations were:

—Lloyd Fell was named to head the Ontario Federation of Labour political action department, whose establishment was authorized by the OFL merger convention in March (L.G., May, p. 548).

—W. Arthur MacLean was elected President of the New Brunswick Provincial

Council of the United Brotherhood of Carpenters and Joiners. Other officers elected were Leslie C. Rogers, Secretary-Treasurer; and Harold P. Quinn, Victor Butland, Jack Currie, John Emoff and J. Sydney Harris, Vice-presidents.

—J. G. McLean, Vice-president and national legislative representatives of the Brotherhood of Locomotive Firemen and Enginemen, was elected chairman of the newly formed Railway Unions' Educational Council. A. L. Hepworth, Director of Education and Research for the Canadian Brotherhood of Railway Employees, was elected Secretary-Treasurer of the Council and Max Swerdlow, CLC Director of Education, was named Honorary Chairman.

—Frank A. Collin of St. Thomas, Ont., was appointed a Vice-president of the Brotherhood of Railroad Trainmen to succeed Russell Cunningham of Glace Bay, N.S., who had resigned.

—Neil LeRoy, President of the Canadian Council of Authors and Artists, was elected President of the Council of Broadcasting Unions, an organization of CLC unions in the broadcasting field.

—Eric Cawdron, President of the Ottawa Newspaper Guild, was elected Canadian Vice-president of the American Newspaper Guild to succeed Joe Beauclerc, who declined nomination.

—J. M. McAlduff was elected President of the Charlottetown and District Labour Council. Alex MacLean, the merged council's charter president, was elected first vice-president and Everett MacLeod, second vice-president. Russell Doyle was chosen Secretary and Basil Molyneux, Treasurer.

—Robert E. Nuth, who had been in charge of labour relations for the Canadian Construction Association, has been named Secretary-Treasurer of the Builders' Exchange of Montreal and of the Montreal Building Trades Joint Committee.

Housing Starts Decline

Substantial declines occurred in the construction of new dwelling units in the first half of 1957 from last year's record levels. This year's January-June starts totalled 48,478 units, down 19.5 per cent from the year-earlier figure of 60,200. Half-year completions dropped 13.1 per cent to 50,435 units from 58,012 a year earlier. Units in various stages of construction at the end of June fell 15.8 per cent to 67,271 from 79,868.

Merger Convention of N.B. Federation of Labour (CLC)

Former TLC and CCL provincial organizations unite, making unity at provincial level complete in all provinces. James A. Whitebone is elected President of new federation. More than 200 delegates attend

The New Brunswick Federation of Labour and the New Brunswick Council of Labour united into a single labour body, under charter of the Canadian Labour Congress, at a merger convention in Fredericton August 26, 27 and 28. The merged groups will operate as the New Brunswick Federation of Labour.

Merger of provincial labour organizations is now complete in all 10 provinces.

The convention ratified a new constitution, dealt with 78 resolutions submitted by unions in New Brunswick, elected a new slate of officers headed by James A. Whitebone as president, presented scholarships to three students, received a CLC Charter, and heard about the importance of the union label.

Among the prominent speakers at the convention were: Hon. Hugh John Flemming, Premier of New Brunswick; Hon. Arthur E. Skaling, New Brunswick Minister of Labour; J. Chester MacRae, Member of Parliament for York-Sunbury; William T. Walker, Mayor of Fredericton; Donald MacDonald, CLC Secretary-Treasurer; Thomas B. Ward, CLC Director of the Department of Provincial Federations and Labour Councils.

More than 200 persons attended the convention.

President's Address

Taking over the presidency of the merged labour bodies, Mr. Whitebone expressed the hope that all differences and misunderstandings that had caused the groups to split 15 years before were now forgotten. In the united group he saw for the future "a new and revitalized federation to promote the interests and advance the economic and social welfare of the workers in New Brunswick.

"Unemployment and underemployment must continue to be a major concern of this Federation," said the President. He urged delegates to give the problem careful consideration.

He noted that automation and mechanization in industry has become a matter of deep concern to workers everywhere, although as yet the workers of New Brunswick had not been noticeably affected by the trend.

"The best minds of labour," said Mr. Whitebone, "are making intensive study of automation and all its implications, and we must see to it that it will help and benefit mankind and not destroy it."

Turning to housing, the President reported that extensive construction in the province during the past year had not caught up with its needs. Drastic action is needed in this sphere, he said, in urging that the convention place the problem high on the list of activities for the coming year.

Construction of the Chignecto Canal was mentioned by the President in connection with his reference to the construction of the St. Lawrence Seaway Project.

"I urge that this Federation place its entire resources and weight behind the proposal and demand immediate action towards construction of the Chignecto Canal as an essential and vital need for the economic welfare of New Brunswick and the other Atlantic Provinces."

He referred to the rapid progress being made on the construction of the St. Lawrence Seaway, and suggested that "we become daily more fearful of its effect on the economy of this province. Surely no one can be so naive as to believe we will not be adversely affected. Certainly our vital shipping industry will undergo drastic and far-reaching changes which can be nothing but detrimental unless something can be found to replace that which will be lost to us."

Murdochville Strike

Most prominence and speedy, unanimous approval was given by the convention to a resolution dealing with the dispute at Murdochville involving the United Steelworkers of America (CLC) and Gaspe Copper Mines Limited.



President James A. Whitebone of the New Brunswick Federation of Labour (left) receiving a "union-label" gavel for the new organization from W. Arthur MacLean of the Brotherhood of Carpenters and Joiners, a Vice-president of the Federation.

The resolution read as follows:

WHEREAS: All freedom-loving Canadians have been shocked by the vicious tactics adopted by the Gaspé Copper Company in its disgraceful efforts to frustrate the legitimate desire of its employees at Murdochville to belong to a union of their choice; and

WHEREAS the use of force and violence is alien to the democratic principles to which the labour movement and all true Canadians subscribe; and

WHEREAS: this reactionary employer has also resorted to the perversion of legal processes in denying its employees their elementary rights as free citizens in a free nation,

THEREFORE BE IT RESOLVED that this Merger Convention of the New Brunswick Federation of Labour record its complete support of the Gaspé Workers and their union, the United Steelworkers of America, in their present struggle, and

BE IT FURTHER RESOLVED that the Gaspé Copper Company's reprehensible conduct, reminiscent of benighted Eighteenth Century thought rather than mid-Twentieth Century industrial relations policy, be wholeheartedly condemned, and

BE IT FINALLY RESOLVED that this convention commend the strikers, their union and the (Canadian Labour) Congress for their outstanding efforts to resolve the issue on an honourable and equitable basis, and that they be assured of the support of the

New Brunswick Federation of Labour in their continuing efforts, including endeavours to have the Quebec Government assume its proper responsibility in bringing this truly tragic situation to a conclusion which will include recognition of the workers' union.

Hon. Hugh John Flemming

Extending greetings on behalf of the Government and people of the province, Premier Hugh John Flemming congratulated Mr. Whitebone on the fact that at the merger convention he was acting as presiding officer for the 26th consecutive year. "This outstanding fact," he felt, "reflects tremendous credit on him, because it indicates he has given to you the greatest possible amount of splendid service."

As spokesman for the province, Mr. Flemming said: "I am sure that if your fellow citizens of the province as a whole could tell me what message to bring you today, they would have me say that they wish you success in your deliberations and progress in the aims and objectives of your association; we know you will recognize the responsibility that is yours in your respective capacities and in the districts

from which you come; we are anxious to see industry flourish and prosper, and that can only be done with the greatest amount of co-operation from organizations such as yours. We would like to have you all continue to support any effort designed to further the well-being of the people of this province."

Hon. Arthur E. Skaling

Hon. Arthur E. Skaling, New Brunswick Minister of Labour, speaking on the merger of the labour groups, warned the delegates of the increased responsibility Labour would have to all sections of the public as they become more powerful.

"On this occasion, as you meet to officially unite on the provincial level the two major labour groups, we must be reminded that the strength which unity brings with it brings also added responsibilities.

"Present high wage levels, shorter working hours, pension plans and other benefits are convincing evidence of your growing strength. The growing body of social legislation indicates the extent of influence you have achieved in public affairs."

In his closing remarks, Mr. Skaling recalled that he had been a delegate to the federation conventions for many years, and was very happy to be present at the merger convention.

J. Chester MacRae, MP

J. Chester MacRae, Member of Parliament for York-Sunbury, expressed regrets to the convention at the absence of Labour Minister Michael Starr, who had been prevented from attending because of great pressure of work prevailing in Ottawa.

Mr. MacRae told the convention that in his opinion "an organization must be fighting for or against something if it is going to prosper. You have been doing that for many years—fighting against injustices and for a better living and a better life for all of us, not Labour alone. I congratulate you on what you have accomplished."

Hon. A. E. Skaling, Minister of Labour for New Brunswick, told delegates that due to an amendment in the Labour Relations Act, civil servants employed by the N.B. Liquor Control Board have secured bargaining rights as a directly-chartered local of the Canadian Labour Congress. It was believed that this was the first time this had happened in Canada.



Hon. A. E. Skaling
N.B. Minister of Labour

He referred briefly to the racketeering that has been found in some branches of the labour movement in the United States, and hoped that "men of that type will never be allowed to get control of your proud organizations in this country."

Mayor William T. Walker

Fredericton Mayor William T. Walker welcomed the convention delegates to the city. He suggested that the merger of the two labour bodies, which brought increased numerical strength to their endeavours, imposed greater responsibility on the members to work for unity between all sections of the population.

He urged trade unionists to "give a good day's work for a good day's pay" and asserted the necessity for labour groups to co-operate to the fullest extent possible with employers and governments at all levels.

He thought Labour's dealings with Management in New Brunswick had been fortunate in that they had contributed benefits to all people and to the progress of the province.

When he assumed office as mayor of Fredericton, Mr. Walker recalled, he had promised labour groups in the city that any negotiations between the city and the groups would be conducted in a friendly,

across-the-table atmosphere, without any rancour. He believed that promise had been kept.

Concluding his remarks, Mayor Walker noted that "in all I have said there is no intention of excluding Labour from its obligation to the employer. You will agree with me that in return for a decent living wage and good working conditions you owe your employer value, good workmanship and loyalty.

"Give him all you've got, and take an interest in his projects. His success is your success too. It is only this combined mutual effort of capital and labour that will make for good conditions and continued expansion of this Canada of ours; only those employers who exploit the working man, and the individuals in Labour who malingers, will fall by the wayside."

Donald MacDonald

Greater concentration on organization of unorganized labour in Canada and better legislation in the social, economic and political fields are necessary to the ultimate satisfaction and well-being of the working people of Canada, CLC Secretary-Treasurer Donald MacDonald told the delegates.

Tremendous progress had been made in the last 18 months in uniting labour groups in Canada into one body. The CLC now boasted a membership of 1,100,000, and it was hoped that this would be boosted by another 100,000 members by affiliation of the Canadian and Catholic Confederation of Labour. Negotiations towards that end are in progress, he announced.

"In slightly more than a year after the merger of the labour movement at the national level," the speaker continued, "we can now say that there is not one provincial organization that is not merged. To those outside the movement our achievements in this respect may not seem like much, but we of the movement have a greater appreciation of the significance of this development...(Our movement) has become completely united at a national level within a very short space of time and it is also going to be integrated at the local levels very soon."

Unity is not an aim in itself, but only a means to an end, insofar as the CLC is concerned, Mr. MacDonald said. "Our final objective must be to promote and protect the interests of the people whom we have the honour to represent, and to raise the living standards of all Canadians and of our nation."

Mr. MacDonald stressed the fact that while Canada now has one of the strongest labour movements in the world it should

Two sons and a daughter of members of New Brunswick unions were awarded scholarships valued at \$150 each to help them continue their studies in provincial institutions. Names of the winners, announced by Dr. H. J. Rowley of Fredericton, were: Miss Nona Marie McLean, West Saint John; Ashley Clayton Duffy, Young's Cove Road, Queens County; Gerald Leonard Murphy, Kingston, RR2, Kings County.

be remembered that "only about one-third of all the workers in the country belong to unions... The unorganized worker constitutes a threat to our established standards and to everything we have done to date.

"Our problems are not all solved... Over the years we have succeeded in establishing a skeleton of the type of social, economic and political legislation that is required, but it is bare minimum of the type of legislation that is really required and what, I feel confident, we are going to know in the years to come."

In conclusion, Mr. MacDonald noted that another great gain for Labour in the mergers that are taking place is the fact that governments can no longer say that men going before them to state the case of Labour are not appropriate representation, as they so often did until some two years ago, when the CLC was born.

Thomas B. Ward

In addition to presenting the merged bodies with their new Canadian Labour Congress Charter, Thomas B. Ward spoke to the delegates on the importance of the union label.

He urged the delegates to impress upon their colleagues the importance of buying union-made goods, an act that "prevents low wages and the degradation of the workers of the country as a whole."

Angus MacLeod

The New Brunswick Council of Labour was now defunct, said Angus MacLeod, its last President, "but what the Council did in the past will reflect favourably in the future."

He reminded the convention that there remained still a great deal to be done for the working people of New Brunswick. "There is too much unemployment in all the cities of New Brunswick.

"There seems to be a feeling that workers in New Brunswick are not entitled to a standard of living equal to that of workers in other parts of Canada, in spite of the

Demands on Federal Government

Among resolutions adopted by the New Brunswick Federation of Labour convention were those urging that the federal Government:

Replace its obsolete ships with new ones and allocate this new construction to shipyards in Canada where a large number of shipyard workers are now unemployed;

Permit all medical expenses to be deductible under the provisions of the Income Tax Act;

Implement a comprehensive national health plan to cover hospital, surgery, dental work, X-rays and loss of income during confinement;

Formulate a national supervised lottery—such as is in effect in other countries—to help finance the health plan;

Pass legislation that would grant federal government prevailing rate employees three-weeks' vacation pay and three weeks' sick leave as for other civil servants, and grant these prevailing rates employees the same bargaining rights as employees in private industry.

fact that employers expect to get prices for their products equal to those of companies operating in Upper Canada. Why shouldn't the worker enjoy a similar status?" concluded Mr. MacLeod.

Resolutions

Quick action was taken by delegates in connection with a resolution urging that immediate steps be taken to provide work for members of Local 858, Textile Workers of America, whose employment at Milltown was being ended by the closing of the textile mill there. An eloquent plea on behalf of the workers was made by Harry Nickson of the Milltown group. The convention voted to have telegrams sent to appropriate officials immediately.

In other resolutions the convention:

—Urged that only persons with a thorough knowledge and background in labour matters be appointed chairmen of conciliation boards;

—Requested the provincial Legislature to amend the Labour Relations Act to provide for the check-off of union dues by an employer upon request of the union concerned, when it is indicated that a majority of the employees desire or require the same;

Training classes to fit employees who lost their jobs through closing of the textile plant at Milltown, N.B., for other employment will be started immediately by the provincial government. Courses offered will include hair-dressing, dressmaking, business courses, machinery, carpentry and welding.

Registration for the classes began on September 23. On the first two days, some 75 individuals were registered for courses.

—Expressed opposition to compulsory arbitration at all levels of government;

—Requested the provincial government to increase workmen's compensation benefits to 85 per cent of \$4,000 maximum and increase the payments to widows and totally disabled in proportion;

—Approved a petition to the New Brunswick Legislature to provide at its next sitting a Housing Commission for the province to promote better housing for the people of New Brunswick, the act to be modelled after that of Nova Scotia known as "An Act to encourage and promote better housing for the people in the province of Nova Scotia".

Election of Officers

Elected to the new executive, in addition to President James A. Whitebone, Theatrical Stage Employees and Moving Picture Operators, Saint John, were:

William F. McCarlie, International Brotherhood of Electrical Workers, Saint John, Secretary-Treasurer;

Ralph J. Boyd, Moncton District Labour Council; Michael J. Kenney, Miramichi District Trades and Labour Council; Charles H. Malchow, United Papermakers and Paperworkers, Rolland Blanchette, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Edmundston; and W. Arthur MacLean, United Brotherhood of Carpenters and Joiners, Fredericton, Vice-presidents.

Angus MacLeod, Saint John Labour Council, until the merger President of the New Brunswick Council of Labour, and William F. McCarlie were elected delegates to the next convention of the Canadian Labour Congress.



The executive of the New Brunswick Federation of Labour (CLC) with officials of the Canadian Labour Congress who attended the merger convention (seated, left to right): Angus MacLeod, former President of the New Brunswick Council of Labour, who was named delegate to the CLC convention; Thomas B. Ward, CLC Director of Provincial Federations and Labour Councils; William F. McCarlie, Secretary-Treasurer; James A. Whitebone, President; Donald MacDonald, CLC Secretary-Treasurer—Standing (same order): Federation Vice-presidents W. Arthur MacLean, Charles H. Malchow, Ralph J. Boyd, Roland Blanchette and Michael J. Kenney.

Six More Local Councils Receive CLC Charters

Charters were recently granted to six more CLC local councils, three to merged organizations and three to councils that amended their constitutions to admit locals from formerly rival congresses.

The Peninsula Labour Council, formerly CCL, merged with the St. Catharines Trades and Labour Council to form the St. Catharines and District Labour Council.

The Saint John Trades and Labour Council and the Saint John and District Labour Council merged to form the Saint John Labour Council.

The Halifax and District Trades and Labour Council united with the Halifax and District Labour Council to form the Halifax and District Labour Council (CLC).

The other three new councils are the Timmins and Cochrane Labour Council, formerly the Northern Ontario District Labour Council, the Sherbrooke and District Labour Council, and the Sydney and District Labour Council, formerly the Cape Breton Labour Council.

List Contributions to U.N. Technical Assistance Plan

Total obligations incurred under the United Nations Expanded Program of Technical Assistance last year amounted to \$30.5 million, of which \$25.3 million was actually spent on direct field operations.

About \$17.5 million (69 per cent) was spent on providing the services of experts, \$4.5 million (18 per cent) on fellowships and \$3.3 million (13 per cent) on equipment and supplies.

Canada supplied 86 of the 2,346 experts and accommodated 28 of the 2,719 fellows.

For 1956, a total of \$28.8 million was pledged by 77 countries and payment of \$27.3 million was actually made. The contribution pledged by Canada, which has been paid, was \$1,800,000. For 1957, Canada pledged \$2,000,000.

McGill University's 9th Annual Industrial Relations Conference

"Industrial Relations and Technological Change" is conference theme
Five speakers representing education, labour and management discuss
various aspects of automation. Delegates number approximately 230

"Industrial Relations and Technological Change" was the subject of McGill University's 9th annual industrial relations conference, September 11 and 12. The meetings were attended by about 230 delegates representing business concerns, labour organizations, other universities, and federal and municipal government.

The holding of this gathering in the fall instead of in the spring was an innovation considered advisable in order to avoid a clash with other meetings and conferences.

The conference, which was opened by Prof. H. D. Woods, Director of the Industrial Relations Centre, McGill University, was addressed by five speakers.

The speakers and the titles of their addresses were: Dr. William A. Westley, Chairman, Department of Sociology and Anthropology, McGill, "Men and Machines"; Dr. George P. Shultz, professor of industrial relations, University of Chicago, "Concepts of Change in the Labour Market"; Dr. Eugene Forsey, Director, Department of Research, Canadian Labour Congress, "Technological Change—A Problem for Labour"; and S. M. Gossage, Assistant Vice-president (Personnel), Canadian Pacific Railway Company, "Technological Change and the Responsibility of Management".

Ralph Presgrave, Vice-president of J. D. Woods and Gordon, Ltd., was the speaker at the conference dinner. He spoke on "What Price Technology?"

The conference ended with a panel discussion, for which Prof. Woods was chairman. Discussion leaders were E. R. Complin, Manager, Industrial Relations, Du Pont Company of Canada Limited, and Gérard Pelletier, Director of Public Relations, Canadian and Catholic Confederation of Labour. Panellists were the speakers at the conference.

Dr. William A. Westley

One of the effects of automation for the worker will very probably be that his work will become more varied and interesting, said Dr. Westley, the first speaker at the conference, in an address entitled "Man

and Machines". Automation will reverse the long-term trend towards increasing simplicity and specialization which has resulted from increasing mechanization, and instead "jobs will become more complicated and general, requiring more training and education."

"Jobs will become more interesting," the speaker continued, "for the experts tell us that it is just those jobs which are the most repetitious and dull that are easiest to automate."

Unemployment, the speaker thought, would be "minimal in an expanding economy". He pointed out that "many of the industries which have been automating rather rapidly during the past few years have had little or no unemployment due to their rapid expansion." Nevertheless it would be impossible to avoid changes in the ranks or grades of the workers, and this could be "a very serious matter for a skilled workman who has at stake 20 years of experience which will become useless with the advent of the new machine," he said.

"Since automation, by definition, replaces not only the power of the worker but his skills, it is bound to change the distribution of ranks. A few workers will be up-graded or hired to shepherd the new highly complex machines, but many others whose skills have been displaced by the machines will be forced to accept simpler jobs and lower grades.

"These potential changes in employment and grading are effects which have undoubtedly already been anticipated," continued Dr. Westley.

However, there is an unanticipated consequence which is also of great importance, namely the changing career patterns. In the past many men have worked their way up in the company, rising from unskilled or semi-skilled labourers. This is a healthy process and an important part of the American dream. It may be interrupted by automation. For automation, in removing some of the semi-skilled and skilled workers, removes a number of very important rungs in the work ladder, and may thus create an impassable gulf. It will be surprising if the technicians who run the new complex machines are drawn from the unskilled work

force. The knowledge required will necessitate intensive training, and the route to these jobs will be through specialized schools. Thus the plant may have to recruit this type of worker from new sources.

Studies which have been made of automated vs. non-automated jobs show that whereas the men were first afraid, tense and uneasy on the automated job, they grew used to it, while on the assembly line they never got used to it and tended to dislike it.

Furthermore, because automation often results in a high rise of fixed costs, an effort will be made to spread these costs over more units of production, so that we will find the automated plant operating on two or three shifts.

Thus the worker will find in automation a change from the simple, the repetitive and the dull to complex and interesting jobs, he said. But he will need greater skills to do this interesting work and will thus probably be more educated. He will have to work on shifts. Unless we have a serious recession he will not find himself unemployed because of automation.

"However, he may find himself temporarily unemployed, or down-graded, and particularly for the older men this can be a serious problem."

Another effect of automation, Dr. Westley said, might well be that the greater integration and mechanization of production would break down traditional departmental boundaries, job classifications and work groups, thus disrupting "the social organization of the factory".

Now, since it has been established that the workers' relationship to the social organization of the factory affects his morale and production, this disruption of social organization will have to be watched carefully. The plant is more than just a series of inter-related jobs and workers, it is also a series of informal groups, traditions, antagonisms, and friendships. Modern management knows that when they hire a new worker they do more than put him in a job, they also put him into a human group, and that if he doesn't fit in, neither he nor the plant will work well.

Automation would also mean a shift of workers towards the higher ranks, with an increase in installation, maintenance and repair men, and a sharp decrease in the number and quality of men in production. The longer and more expensive training that would be required would make labour turnover more expensive, Dr. Westley said. But the increase in the number of repair and maintenance men would make for improved morale, because such employees were said to like their work.

Referring to the effect of automation on the community, the speaker said that this was the area for which we have the least reliable information. There is no reason to doubt that it will bring about an increase

in the standard of living and a decrease in the work day, and/or week. There will probably also be certain secondary effects such as the rise in the average level of education, with more people going to universities.

One of the trends which have been produced by mechanization and which might be reversed by automation, the speaker said, was the increasing centralization of manufacturing and population. We could not be sure of this, he said, but it was at any rate true that "automation and atomic power permit us to locate our factories away from the cities, and thus to break up the massive population congregations which have accumulated during the past two centuries. Thus the people who are even now trying to escape into the suburbs, only to find the city following close at their heels and their transportation problems aggravated, may have the possibility of really living close to their work in a small town."

In conclusion, Dr. Westley said:

"That automation will come there is no doubt. To a great extent it is already with us. Whether it will be a blessing or a curse depends completely on how we use it."

Dr. George P. Shultz

Three main reasons why technological and economic growth are of fundamental importance to us were given by Dr. Shultz, who spoke on "Concepts of Change in the Labour Market". Referring particularly to the United States, he said that, first of all, "our culture demands growth"; secondly, we need growth for "social conscience reasons"; and finally "we need economic growth if we are to satisfy the non-labour-force aspirations that we talk so much about".

Our culture demands growth, he said, because "we are taught to expect that living standards will improve from one year to the next, from one generation to the next. One of the labour movement's oldest statements of its objectives is 'more'; and management has in many cases accepted and institutionalized this view in the form of what is now known as the improvement factor, to be found explicitly in many of the contracts signed by the United Auto Workers and implicitly in much of today's collective bargaining."

We need growth for "social conscience reasons" because "it at least gives us the wherewithal to attack social problems that, as human beings, we must feel deeply about," said Dr. Shultz. "For example, in the United States there are far too many

families living on unbelievably low incomes. In our cities, problems of urban renewal are pressing. And, throughout the world, I believe, there are many peoples who deserve and need our help in developing their own economies and resources.

As to the "non-labour-force aspirations" the speaker pointed out that early retirement, the broadening opportunity for college education, leisure in such forms as shorter hours, more holidays and vacations with pay and so on were "intimately related to achieving economic growth".

But however desirable economic growth might be, "will the pace of new technology be so rapid as to cause large-scale unemployment and a spiral of job and income losses," asked Dr. Shultz. He said that the belief was general in the United States that this certainly need not be so.

He then described "some built-in brakes" on the development of new technologies. It took time, he said, to design, produce, install and program these new machines, and it required trained professional and skilled persons, who "do not seem to be particularly plentiful either in the United States or Canada". There were also economic limitations to the spread of the new technology.

On the other hand he pointed to the economic history of the United States after World War II as showing how well a free economy can adjust itself to change. "This was a period in the U.S. which followed and was characterized by high expenditures on research and development, high expenditures on new plant and equipment, fairly rapid increases in output per man-hour, two periods of substantial reduction in defense spending—and yet in face of all this change the economy sustained itself at a generally high level.

"Finally, of course, in arguing that rapid technological and economic change need not cause high and prolonged unemployment, we must point to the familiar ground of relatively new economic concepts for fiscal and monetary policy, of relatively new political commitments towards full employment as a governmental responsibility in important respects at least, and relatively new institutions and governmental programs that help stem the tide of any general rise in unemployment," the speaker said.

At the same time "to say that technological change need not be accompanied by high unemployment is certainly not to say that its impact on the structure of employment is negligible," he asserted. He pointed to sharp changes in the structure of employment in both Canada and the

United States during the period since World War II, which included a striking increase in the proportionate importance of non-production workers in manufacturing, the decline in employment in agriculture, and the rise in the importance of women in the labour force.

Reality lies between "two polar concepts" of activity in the labour market, Dr. Shultz said.

Concept number one is characterized by narrow identifications of the individual with a specific job and a specific employer. He is educated in a heavily vocational atmosphere, his opportunities for vertical or horizontal mobility even within the firm are quite limited, and the emphasis is always placed on the barriers that exist in the labour market. These barriers are often accentuated by individual incentive schemes of one sort or another and a tendency to organize work into the smallest possible units. In this atmosphere the emphasis is almost bound to be on protection against anything out of the ordinary and on great inflexibility all around. It is certainly not an atmosphere conducive to change. It is an atmosphere where, if and when change comes, individuals will be hurt most badly.

The opposite pole is, of course, just the reverse. Here the individual is more self-reliant because he has had more opportunity to develop himself. He has been around more, he has worked on more than one job for more than one employer and in more than one area. While he is certainly interested in protecting his security, he is also interested in creating opportunities for a better job and has confidence that, when new things come along, he can accommodate himself to them. The situation is, of course, much more congenial to change. While individuals still must adjust, the process is likely to be much less painful.

Dr. Shultz suggested that the second concept was the more desirable, and he asked: "What sorts of things can be done to move us over towards number two and keep us from falling hard into number one?" He suggested two types of action: "those of a general and environmental nature, largely things that are governmental responsibilities, and those closer to the plant level that we might identify as industrial relations practices."

"It is certainly folly to think that we can move towards concept two unless we can have reasonably full employment. It is often carelessly thought that full employment is primarily something that benefits labour. But even from the narrow point of view of ease of introducing change, it seems to me that we can see much more general benefits deriving from a labour force that can afford a little flexibility. Management, it often seems to me, overlooks its great stake in this important by-product of full employment."

A second matter in which government was responsible, the speaker said, was

education. Besides advocating that education should be generally available and reasonably exciting, he deprecated "vocationalism". He thought it important that if we were trying to move towards concept two the educational system should "equip the individual not so much with a specific skill, but with a capacity to learn new skills". He also said that "we must provide more and more opportunities for college education as well as elementary and high school education".

A third matter within the province of government was helping those displaced by technological change during the period required for them to adjust themselves to the change. "It is surely folly to pretend, on the basis of some over-all statistics on employment, that technological change does not create individual hardship and necessitate what is sometimes painful adjustment problems. Society generally is the gainer here. If we want individuals to move along the continuum towards concept two, then society must be willing to offer a helping hand to those who are displaced," Dr. Shultz said.

Among the ways in which government should help those displaced by technological change he suggested: adequate unemployment insurance, some assistance to parts of a country that were specially hard hit by such changes, and the provision of re-training and employment services. "In all these things the emphasis should, so it seems to me, be on presenting the individual with a favourable environment and some cushion in the event of sudden economic shock. Beyond that, it is up to the individual to chart his course and take advantage of the opportunities presented," the speaker said.

A "web of rules" in the plant inhibits or enhances the flexibility of the labour force and the ability of management to move with the times "or, perhaps, even a little ahead of the times," Dr. Shultz said. "We must be careful not to go too far with those fringe benefits that bind the individual in closely to a particular place of work". He mentioned particularly pension plans which benefited a worker only on retirement. He spoke approvingly of the liberalizing of the vesting provisions of pension plans in recent contracts in the automobile and steel industries.

Dr. Shultz said that when changes are planned within a plant, employees should be informed in plenty of time beforehand.

"Social responsibility, implementation of our concept number two, would mean telling new employees that their jobs were temporary, retraining old employees who have

the requisite ability, permitting those near retirement*to claim pension benefits, and so on."

In developing an industrial relations atmosphere conducive to concept two, Dr. Shultz said, we should strive for "constructive, though not collusive, relationships between unions and managements and for good relations at the shop level... Experience in a wide variety of localities and industries shows that good relations can be widely achieved if sincerely wanted," he said.

Unions can play an important role in the scheme of things which he had presented. "Unions provide an organized means which is difficult to achieve otherwise for participation by the managed in setting the conditions, under which they work." If relations with management were good, as he asserted they could be, "this organized participation can promote acceptance of the rules of the workplace evolved through collective bargaining and confidence on the part of the worker that his interests will not be overlooked in the process of change, as on other issues."

Management also had a part to play in these matters, Dr. Shultz said. Quoting Clark Kerr, he said: "Progressive management and progressive unions are likely to go hand in hand. When management ossifies in its policies and practices, so do the unions and the workers in theirs... An effective managerial performance usually wins worker respect; and just as a good worker is pleased under less supervision, so also the efficient employer."

In conclusion the speaker said:

"Technological and economic change are bound to be accompanied by major shifts in the structure of employment. No doubt many things can be done to adjust to these changes within the confines of the individual firm or plant. But it is the height of folly, I believe, to assume that all the problems can be solved at this level. If we are to have growing and flexible economies, we must have a labour force that also possesses these characteristics. In our industrial relations practices, as well as in our concepts of appropriate public policy, we must, I think, seek an environment in which individuals have the opportunity, the incentives, and the capacity to move with the times."

In reply to a question in the discussion that followed his address, Dr. Shultz expressed the opinion that in high school and university a tendency to emphasize

vocational training should be resisted. The aim should be to give the student general knowledge that would enable him to acquire specialized knowledge at a later stage. He thought that the employer should provide the technical training as far as possible.

To another delegate who asked whether he thought that some of the money spent on unemployment insurance, in the case of workers displaced by technological change, would be better spent on re-training, Dr. Shultz said that the purpose of unemployment insurance was to provide income. In depressed areas in the U.S., he said, unemployment insurance benefits might be extended for a longer than ordinary period to a man who was being re-trained. But the essential character of unemployment insurance should be kept in mind.

Asked whether he had anything to propose about the way in which labour costs and prices in the service industries, where technological change did not apply to the same extent, were being pushed up by the high-wage leadership of the manufacturing industries, Dr. Shultz said that he thought little could be done about it. He thought that governments should follow monetary and fiscal policies that would promote full employment, and then allow prices to work themselves out. Inflation, he said, seemed recently to have been affecting the service industries more than those in manufacturing, and it might be that the shift of labour to industries in which it was less productive was one of those things that would put a damper on change.

Dr. Shultz was asked what effect automation in the United States might have on branches of U.S. industry in Canada: "Would the small Canadian industries be forced out of business, with the Canadian market being supplied from the U.S.?" Dr. Shultz said that the question was whether the new technology would reduce the number of small plants in general, and lead to increased centralization. In American industry, he said, the trend was towards less centralization. The new type of technology does not necessarily favour large firms.

Dr. Eugene Forsey

Speaking on "Technological Change—A Problem for Labour," Dr. Forsey said that technological change is a problem for Labour for three main reasons: because it destroys jobs workers have, because it creates jobs they may not be able to take, and because it may not create enough jobs.

Defining his meaning of "technological change" as all kinds of technological change, including automation, he said that such

change can destroy jobs by destroying a whole industry, as it had destroyed the carriage and wagon industry and the coal-oil lamp industry; or by destroying an industry, or part of an industry, in a particular region or country, as it appeared to be destroying the Canadian coal industry.

It may, if automation gets thoroughly launched in some big American industries, destroy more than one Canadian industry, because production in the United States will become so fantastically cheap that it simply will not be worthwhile for any American firm in the industry concerned to run a branch plant in Canada, and no Canadian firm will be able to compete without a tariff higher than the customers will stand.

Even without destroying a whole industry or part of an industry, technological change can destroy jobs by destroying occupations within an industry, by making certain kinds of skill obsolete, or by handing over the unskilled worker's job to a machine which could do it faster, cheaper and better.

On the other hand, fortunately technological change also creates jobs, said Dr. Forsey. It creates jobs by creating industries, as it had created the automobile industry, the electric power and electrical apparatus industries and many others. It can also create jobs within existing industries by creating the need for new skills, and by creating machine-minding jobs for unskilled workers.

But the jobs created "may be considerably or even totally different from those that have been destroyed. The ones that have been created may also be in different parts of the country from those that have been destroyed. Matching the available jobs and the available workers may be no small task."

The magnitude of the task would not be diminished if a firm which contemplated automation found it cheaper to build a completely new plant in a new place, instead of re-equipping the old one, or building a new one nearby. "The old plant may have been where it was chiefly because there were plenty of workers available there. But the new plant may need very few workers; the skilled ones may all have to be trained or re-trained from scratch anyway; and the firm may feel that it is a golden opportunity to get away from traffic problems and perhaps from unions," the speaker said.

The movement of workers in a country like Canada presents particular difficulty, for one thing because of the great distances that may be involved, he pointed out. "If an old job disappears in Three Rivers and a new one appears in Kitimat, it is nearly impossible for the worker to move."

The problem of the location of the new jobs may be especially difficult for Quebec for several reasons:

1. Even now Quebec is not providing enough jobs for its people. "Its percentage of unemployment is chronically higher than the national average, and much higher than Ontario's, and the spread has on the whole been getting wider since the end of the war."

2. Less science and mathematics are taught in the schools of Quebec than in those of the other provinces, and technological change increases the importance of these subjects.

3. Quebec workers get less pay than those in Ontario or the West, and consequently are less able to afford to move; their larger families add to the difficulty.

With reference to the training or re-training of workers which technological change made necessary, Dr. Forsey asked, "Can it be done?"

I think experience shows that it can. At any rate, the United States Congressional Sub-committee on Automation and Technological Change heard a mass of evidence from management people and scientists that it can... The people who can be re-trained obviously must be, provided there are enough jobs to go round... Who should do it? The firm that has employed them, provided it has jobs for them. It is getting the benefit of technological progress; it should pay the cost.

As for the workers that the firm could not provide for, it might be that other firms would have more new jobs than they had workers displaced from old jobs. If so, the displaced workers from the one class of firm should have first call on training for the jobs in the other class; and, as these firms will be getting part of the general social gain from technological change, they ought also to pay part of the general social cost: they should pay for at least part of the re-training.

Who should pay the rest? The public, through its governments. The public gets at least part of the general social gain; so it ought to pay part of the general social cost.

The public, through its governments, Dr. Forsey said, must also provide the basic training new entrants to the labour market will need to qualify for specific training on the job for particular jobs.

"Where does organized labour come into all this?" he asked. First of all, he said, if available jobs and available workers were not in the same place it had a part to play in bringing them together. It must, to some extent, be the watchdog of the public interest as well as its own. If a plant were moved to a new place it might mean that the public would have to pay the cost of a new sort of "industrial infrastructure"—streets, roads, schools, water supply, sewage, etc.,—while these things in the old place

might become derelict, and consequently a loss, which also fell on the public. Since this cost did not usually fall on the employer he might disregard it, thus acting in a way in which "this double social cost" might overbalance the economic advantage of the move.

Some public authority should be watching the situation, to make sure that the decision takes into account the social costs as well as the private costs to the employer, and that industry goes to the new place only if there is a clear social as well as private profit in its doing so. If the public authority finds that it is socially profitable to bring the new industry to the old place, then it should recommend to governments (Dominion, provincial, municipal) what inducements they should give to the employer to make it worth his while.

If workers were obliged to move to a new place, the speaker said, they should be helped by governments in the cost of the move.

In short, moving jobs to workers is part of the social cost of technological change, and the employer cannot be expected to pay all of it; and moving workers to jobs is also part of the social cost, and the workers cannot be expected to pay all of it. The rest of us get part of the gains, and should pay part of the costs.

While he supposed nearly everyone would "admit the justice" of this, he was afraid very little would be done about it "unless organized labour makes sure that it is done". Labour can make it difficult and costly for an employer to move his plant by insisting on company-wide seniority, coupled perhaps with provision for a company contribution to costs of moving the workers," Dr. Forsey said.

Another way in which unions could help, when it was necessary to move a plant, was by explaining to the workers why it was necessary, and by dispelling needless fears and suspicions. "But of course only where the employer takes the union into his confidence," Dr. Forsey added.

Unions could play a part in the re-training of displaced workers by bringing pressure to bear on employers and governments to ensure that they both paid their share of the cost, and by warning workers of displacements to come, and stimulating them to take advantage of the training that was available. The unions could also help to organize the re-training courses.

Those who could not learn the new jobs should be helped by adequate unemployment insurance, and by the National Employment Service in finding other work. Some of the older ones should be looked after by severance pay, earlier retirement, etc., the speaker said.

All this assumes that there will be enough jobs to go round; but a lot of

workers have an uneasy feeling there won't, he continued.

Businessmen and economists, in general, are confident there will be enough jobs to go round, at any rate in the long run. So far, there always have been, at any rate in the long run. If technological progress had the results some people fear, then most of the fears ought already to have become realities. They haven't...

However, the fact that the curse has not yet come upon us, and apparently has not even started to come upon us, doesn't prove it can't.

Reasons why businessmen and economists were confident that it would not include, Dr. Forsey said, the lowering of production costs and prices by technological change, leading to increased demand for goods and services; the employment created in designing, making, servicing and running the new machines; and the way in which "every new discovery or invention creates new wants, by making possible new products or services; and that creates employment".

The growth of the motor car, movie and air transport industries and the creation of the radio and television industries "have given immeasurably more employment than the industries they destroyed," he pointed out.

While he declined to say that there was nothing to worry about, he thought there would be enough jobs to go round "if government, management and unions all do their part".

Government must do the job of maintaining total effective demand, through monetary policy, tax policy, tariff policy, social security policy, cyclical budgeting, public investment policy, by preventing monopolies from raising or keeping up prices where they can and should go down.

Management must refrain from trying to cut corners and "make a quick buck" out of technological change. It must be willing to recognize that there are problems and dangers, that some social control and direction are necessary, that workers must be told what's ahead of them, that unions must be consulted about the telling, and about the timing and speed and methods of introducing the changes.

Unions must insist on being consulted. They must also insist that the workers in each industry get their fair share of the extra productivity which technological change brings to that industry. The workers in the industry shouldn't, and won't, get the whole benefit.

It was also the unions' business to see that workers on automated jobs were paid a decent wage and were not downgraded, the speaker said. Unions in industries undergoing rapid change might also have to press for the guaranteed annual wage, for broader seniority provisions in their agreements, and for shorter-term agreements, or more flexibility in long-term agreements.

In concluding, Dr. Forsey said he did not share the view that technological change would necessarily mean unemployment unless the work-week were shortened. "I do not share the belief that we are going to run out of demand for the things we can make," and that the only way to keep all but a handful of us "from rotting in idleness will be to spread the work very thin and the wages very thick," he declared.

Technological change means higher productivity. We can, and probably will, choose to take part of the gain in the form of shorter hours. But we may choose to take much, or most, of it in the form of extra goods and services, especially services...

Even if we choose, or are forced, to take more spare time, I am not convinced that a shorter work-week is the best way to do it. If my employer offers me 52 extra days off every year, I don't want them in the form of 52 Fridays. I'd rather have an extra seven weeks' vacation... There may be something to be said for a shorter work-year rather than a shorter work-week.

In the discussion that followed Dr. Forsey's address, it was suggested by one of the delegates that commentators were too much preoccupied with the question of re-training displaced workers. He thought that the employer must do the re-training, and he asked whether others had any need to worry about it. Dr. Forsey admitted that the difficulties might have been exaggerated, and that there might be little problem involved. But he thought it was necessary to be prepared.

It was suggested by one of the delegates that the high wages sought by the unions would hasten technological change. Dr. Forsey said that nevertheless he thought high wages were desirable. As to the danger that they might be pushed too far, he said that he had "a healthy respect for the employers' stubbornness".

When asked to comment on the effect of automation on the position of craft versus industrial unions, Dr. Forsey said that although owing to his association with the former CCL he might be prejudiced, he thought that the industrial unions might gain. Firms might diversify their operations, there might be more fluidity among the employees, and more flexible union organization might be needed. There might be a re-grouping of unions to meet the situation.

Dr. Forsey was asked to suggest a program which might be acceptable to labour in the railway diesel dispute. In reply he said that in such cases the employer should take the union into his confidence as soon as possible, and the union on its side should make things as easy as possible. He thought that if the CPR had made the

same proposal to the union that it had later made to the Royal Commission a clash might possibly have been avoided.

Mr. Gossage, however, said that the company in fact had not made a better proposal to the Commission than it had made to the union.

Dr. Forsey was asked whether if unemployment became severe this winter it would affect the willingness of unions to accept technological change. Such advances were easier to "sell" in a time of full employment, it was suggested; and could we expect that such seasonal unemployment would result in union opposition to such change? Dr. Forsey said that he did not think a short period of unemployment would have that effect. But one of the factors that should be taken into account in making changes was the opportuneness of the change from the employment point of view.

S. M. Gossage

"To survive, an organization must grow, and to grow it must be ready to embrace change," said S. M. Gossage in an address entitled, "Technological Change and the Responsibilities of Management". It is the responsibility of management in relation to both its partners in the organization (owners and employees) to seek after and welcome technological change, he declared.

"A readiness to accept change is an essential condition for each partner in moving towards its own objectives; resistance to change makes these objectives in the long run less attainable."

Resistance to change, however, is normal in individuals, he said, and if change is not made smoothly, opposition to it may be confirmed and solidified. If that happens the benefits may be lost. Winning acceptance for change is a major responsibility of management that is too often overlooked, he asserted.

"Security is a dominant objective of employees, and change is normally a threat to security." Managers must therefore plan changes in such a way as to give employees confidence in their prospects of long-term security, whenever possible.

When change was impending in an organization, rumour was one of the greatest sources of uneasiness among employees. Although there were sometimes good reasons why information must be withheld until the last moment, usually managers had everything to gain by letting employees know in ample time what is

Automated Jobs Isolate Workers

Automation is alienating workers from each other, Prof. William A. Faunce of Wayne University asserted in a paper read to a recent conference of the American Sociological Society.

The professor declared that workers in automated plants tend to become friendless, isolated individuals, although they find their jobs more challenging.

Despite this, workers are not as emotionally involved in their jobs as much as previously, although 72 per cent of Detroit workers employed on automated assembly lines prefer their present jobs to work in conventional assembly plants.

Workers on automated assembly lines cannot talk to their neighbours nearly as often as on conventional lines because the distance between them is more than twice as great, Prof. Faunce said.

According to the professor, 47 per cent of workers in conventional jobs reported that they make friendships through work associations. Only 13 per cent in automated plants reported similar experiences.

Prof. Faunce added that workers in automated plants are subjected to much greater supervision and tension. He declared that the impact of automation upon workers is similar to that experienced in the industrial revolution of the 18th century.

—IUD Bulletin

proposed, how they will be affected and how their interests will be safeguarded, the speaker said.

"Change cannot take place without disturbances; it may involve hurt for some so that the greater number may benefit. It is the manager's responsibility to see that the burden is allocated with strict fairness and that those suffering are assisted in every reasonable way." Ways in which those adversely affected should be helped included fair seniority provisions in layoff, provision for re-training in new processes with a preference for employment over those from outside the organization, opportunities for transfer to other places, preservation of re-employment rights and service privileges, help in finding alternative employment, and special consideration for employees whose skills are not in demand

outside the industry but whose function has to be eliminated, Mr. Gossage said.

The penalty of living in a dynamic economy is that everyone must accept a certain degree of insecurity. Complete security is probably incompatible with any high rate of economic growth...

There is a point where the disadvantage to individuals is overbalanced by advantage to the whole organization or community. This point of balance is controlled by the moral sense of the organization and of the community of which it forms part, and it is the responsibility of management not to violate this moral sense in its attempted solution.

In planning changes, the speaker said, it is important to choose an appropriate time to introduce the change, and to bring it about in such a way that it may be "gradual and digestible rather than violent and cataclysmic". He pointed out that when the "stretch-out" was being introduced in cotton mills in the United States in the twenties and thirties, experience had shown that the success or failure of the change depended on whether or not the employer had the resources, the wisdom and the humanity to make the change gradually and smoothly. Companies that had tried to do things in a hurry "suffered severe labour trouble and often were themselves wrecked in the process," Mr. Gossage pointed out.

Communication is another important factor in introducing change. Employees should know beforehand what is to happen and why; and management must know afterwards what has happened and why... Few enterprises have sufficiently good upward communications at the best of times; under the stress of change this requires special and continuous effort.

He emphasized the importance of obtaining the acceptance, or at least the tolerance, of the union at the outset. The union, he said, could be a very valuable channel of communication, both up and down, although, he added, it should never supplant the direct line through supervisors.

"Apart from its value as a channel of communication, if the co-operation of the union is to be secured union officers must be given full information of each move well in advance. If a union officer learns about changes only through the stories of his own members after the event, his natural instinct is to oppose," Mr. Gossage said.

After a change has been successfully introduced it must be consolidated. A manager must remain on the watch for signs of reaction against the change. Here again, he said, good communication was important.

Radical technological change gives rise to great changes in conditions of work. For instance, "men accustomed to working in groups may be suddenly transposed to jobs

where they are alone for most of the day. Men accustomed to a regular flow of activity may find themselves watching dials and indicators with long periods of inactivity but constant demands for alertness. Such changes in group environment and work requirements may demand adjustments from the individual that may not be easy," the speaker pointed out.

Another difficulty may arise in connection with incentives. Incentives that worked under the previous conditions may be rendered useless by radical changes. "Individual piece-work rates would seem to have little value in a highly mechanized or automatic operation, and group piece-work rates may be equally inappropriate where no cohesive group exists and where the machine governs the pace of production." New types of rewards may have to be developed in such cases, he said.

In reference to the timing of technological changes, the speaker said it was obvious that change involving reductions in labour force will be accepted more easily and will cause less individual disadvantage when general employment is good and alternative job opportunities both within and without the organization plentiful.

The trouble is that often this is a time when change is inconvenient. When sales are good, managers are reluctant to embark on programs that may for a time lessen their productive capacity... Furthermore, when times are good there is less pressure on managers to seek change.

If change is withheld for a period of slackness, management should plan to offset for its employees the disadvantage of losing the employment opportunities which would have been available at a time of greater activity.

Rigid provisions in union contracts for assignment of men, distribution of work, control of work loads, and so on, "are often road blocks in the way of technological change," Mr. Gossage pointed out. "Worse still they lead in too many cases to bitter conflict over their modification."

Managers should constantly try to get such provisions removed from their agreements, and they should not wait for trouble before doing this. "It may well be worth while to pay now a relatively high price to be rid of a restriction that in the future may prejudice necessary and beneficial change," he said.

"Restrictive provisions in union contracts stem generally from failure of management to achieve the trust of employees in regard to their fair conduct of the business. The failure may not be of the management penalized; one company may have to pay for the sins of a neighbour or competitor," the speaker remarked.

He quoted the following extract from the report of the Director-General of the ILO to the International Labour Conference this June:

But rigid demarcation lines between changing skills, feather-bedding, unrealistic views on apprenticeship rates or length—these are among the factors which may clog technological progress. Again, unwillingness to take risks, inefficient work organization, the absence of management development policies and training facilities—these are also factors which block advance.

"Management is now on trial," said Mr. Gossage, "as to whether it can so handle technological change that employees, unions and the whole community will be content to deal with each problem on its merits as it arises, having confidence in the overall good intentions of management."

The penalty for failing to do this, he said, would be that management would find itself hampered by rigid and restrictive union contract provisions, and fettered by legislative requirements even more inflexible and harder to change. It was no use for private enterprise to deplore restrictions placed on it by society if it did not behave in such a way as to give society "confidence in its integrity and its recognition of a moral code acceptable to society," he declared.

"In this trial it is not only the specific action of managers in handling technological change that will be crucial," Mr. Gossage concluded. "Even more the outcome will depend on whether managers can in their day-to-day dealings create within their organization a way of life that will lead employees to believe they are truly partners in the enterprise."

Ralph Presgrave

"The broad moral aspects of technological change" was the subject discussed by Ralph Presgrave, speaker at the conference dinner, whose address was titled, "What Price Technology?"

These aspects of technological change were divided by Mr. Presgrave into "two reasonably distinct areas of (a) what we do to get what we get, and (b) what we do with it after we have got it."

We can illustrate the two areas by way of two widely held notions—both of them partly right and partly wrong. The first is that industry has come to have social responsibilities as well as business responsibilities, and that one of these is to provide jobs for people. In a certain broad sense this is true and industry is looked to to give work as a secondary function. In another sense it is quite false. Actually it is the social responsibility of any commercial enterprise to provide as few jobs as it possibly can, other things being equal. The moment a business begins to create jobs it has taken a retrograde step, perhaps even an immoral

step. In case this should raise the wicked profit motive in some minds, may I point out that it would apply with as much, if not more, force in a fully socialistic economy.

The other popular notion is that this is a grossly materialistic age, demoralized by its own creations; that we started on the primrose path when we moved the privy from the backyard into the house. This is a familiar theme and it receives a lot of lip-service but not much else. At least nobody acts as if he believes it; nobody is trying to get the privy back where it belongs.

His comments, he said, related to price, "so perhaps first we had better look at what it is we have bought". He could see no point in dwelling on "the infinite detail of what technology has produced". Rather, he said, "we might look for and assess the common denominator."

In reference to the "price" we have paid for technological advance, Mr. Presgrave had said earlier that "when we try to appraise the cost of our amazing living standards in terms of the social problems they create, then numbers have no meaning and cost may well appear to be a matter of individual prejudice... I consider the price to represent an astounding bargain."

The speaker saw the benefits of technological progress as being reducible to a saving of time. "There is no doubt about what we have bought. We have bought time, the *sine qua non* of everything, and thereby produced one of the most remarkable phenomena the world has seen. In the brief span of two generations the average man has received a bonus of so much time for his own uses that a great many viewers-with-alarm have grave fears as to how he will spend it."

If there are moral problems—and you can be sure there are—they hinge in part upon what we are doing with the time we have saved. Some of it appears to have been frittered away or used to produce things we would be better off without. On the other hand it is time that has made possible the man-hours for medical research, for travel, for education, for cultural pursuits, for industrial research that ends by releasing even more time.

Not to get too high-minded—it has also produced great financial profit.

The lure of profit is not the only motivating force, nor is the scientific manager the only one who is devoted to the cause, Mr. Presgrave continued. "The medical scientist who prolongs useful life; the physicist who develops new sources of power; the chemist who produces new synthetics; the agronomist who increases the yield per acre; the geneticist who develops more productive hybrids...are essentially involved in the saving of time, whether they realize it or not."

Turning to the moral aspects of "how we buy time," Mr. Presgrave said that

technological progress almost invariably has the immediate result of human dislocation ranging from annoyance to distress. "When we come to deal with it, we are likely to become perplexed because we subscribe to two seemingly opposed concepts of morality."

He quoted from an article in the *Saturday Review of Literature*, called "The Anatomy of Co-operation," the quotation referring to the considerable debt we owed to "the group of industrialists, engineers, practical scientists and the like, who by tremendous concentration on material things have produced the technology which will be able to support two billion people at reasonable economic standards." This group, the article said, is now frowned upon in many quarters, on the grounds that material progress has been accomplished at the price of moral bankruptcy. "This view overlooks an important consideration: No society can put up with a morality which it cannot support technologically."

"Therefore," it was argued in the article, "if we are to have a philosophy or morality which takes into account economic rights, we must be able to support it." To this Mr. Presgrave added: "This raises the familiar and sometimes painful implication that general progress, or welfare, or survival may require individual inconvenience or suffering."

"Clearly we subscribe to two orders of morality which may come into conflict," Mr. Presgrave continued. "That conflict must be contained, for neither order can be carried to its logical conclusion or it would be self-defeating."

"We can no more contemplate unbridled freedom for individual notions of right and wrong, for that way lies social chaos and moral collapse," he said.

"Yet, within limits we believe in both orders," the speaker continued. "We admire non-conformists and we admire the concept of the team. Fortunately, over a wide area the morality associated with economic welfare coincides with the morality of individual freedom, or at least they can be reconciled without serious affront to either."

The reconciling of individual and group interests, Mr. Presgrave believed to be "better understood by trade union leaders than by almost any other group". They recognized that productivity must continue to rise, but they regarded it as their business to see that individual suffering from technological change was no greater than could be helped. "In their own affairs," he remarked, "they apply the principle without undue restraint. Some would suggest that they are too inconsiderate of their

own members, but it is probable that they are merely realistic."

The speaker raised the subject of feather-bedding. "To me and, I assume, to most here, feather-bedding is immoral on any count." From the economic standpoint it perpetuated the very abuses it proposed to cure, it depressed the living standards of all in a futile attempt to maintain the living standards of a few, and it usurped the confiscatory powers of government by taxing the public to support a preferred group in avoidable idleness."

In the early days of the Industrial Revolution, however, "in a period of public callousness, the inevitable layoffs gave rise to extreme suffering. Make-work was the only recourse a man had in the absence of social security." In those circumstances, he said, "we may doubt if anyone would regard such feather-bedding as anything but a normal and justifiable reaction."

Other sayings in Mr. Presgrave's address included the following:

"Most citizens accept the benefits of technology without thinking. The many good things and the leisure to enjoy them, instead of being welcomed as good fortune above all the world are regarded as inalienable rights. Any retrogression, or even any respite, becomes intolerable."

"Those who scorn the materialism of our system rarely have sufficient courage of conviction to refuse the benefits."

Panel Discussion

The panel discussion that ended the conference was under the chairmanship of Prof. H. D. Woods, and was led by a representative of management and a representative of labour. All the speakers at the conference participated in it, with the exception of Dr. Shultz, who was unable to remain. Owing to pressure of time, discussion had to be limited to the panel members, and delegates at large were unable to join in.

The discussion leaders were Rex Complin, Industrial Relations Manager of Du Pont of Canada, and Gérard Pelletier, Director of Public Relations of the Canadian and Catholic Confederation of Labour, and Editor of the CCCL newspaper, *Le Travail*.

Both leaders opened the discussion by commenting on what had been said during the conference.

Mr. Complin said he believed that industrial relations people ought to get an insight into the practical application of the things they discuss. He had noticed a lack of interest on the part of such people when opportunities to gain first-hand knowledge of the working of new machines and methods presented themselves.

He pointed out that the impact of technological change was not confined to automation, but automation attracted attention because "it happens to be on our doorstep". He suggested that Dr. Forsey's comments regarding the position of Quebec workers in connection with technological change deserved thought, and he agreed with Mr. Gossage's views on the responsibilities of management.

Mr. Pelletier said that he had been made uneasy by the fact that broad questions were not being tackled. Does industry exist for man or vice versa? he asked. Opposite answers were given to that question, but he asserted that industry was made for man. He asked whether technological progress was an absolute or a relative end. Have we a right to discuss problems "within the closed circuit of our own prosperity"? The international and the national aspect could not be separated, he said. He wondered whether the political aspect of automation has been sufficiently considered.

Mr. Pelletier said that he agreed with Dr. Forsey regarding the deficiencies of Quebec education in connection with technological change.

Prof. Woods, who recently returned from an ILO mission to the Philippines, recalling Mr. Presgrave's remark that it was moral to support technological change and immoral not to do so, questioned whether that would always hold true in the under-developed countries. He said that in some of those countries there was a conflict over what kind of industry should be promoted. If public authority in those countries was not making the decisions in the matter it was definitely influencing the conditions in which decisions are being made. Mr. Presgrave said that he had been talking about the situation in this country. The question might not be a moral one in the Philippines, he agreed.

The under-developed countries, Dr. Forsey pointed out, are embarking on industrial development in an age very different from that in which the Industrial Revolution had begun in Western countries. People in the former countries, he said, will not put up with what people in Europe put up with a hundred years ago. The influence of the Communist societies on people in the backward countries that were trying to develop their industries was also a thing that could not be ignored.

Mr. Gossage said that the job of management belongs to management and not to the union, and he did not think it was for the union to take the initiative in technological change. Management, however, should welcome union help.

Dr. Forsey protested against taking anything he had said to mean that flexibility in long-term agreements meant flexibility of the kind that would leave management free to do as it liked in making technological changes. With reference to Mr. Pelletier's question about whether industry was made for man or man for industry, Dr. Forsey said that he thought the Quebec labour movement rendered a service by its insistence on getting down to fundamentals and reasons for action.

He agreed that in large industries the opportunities for union initiative in technological change might be limited, but in small industries he thought that unions might be able to do much more.

Dr. Westley thought that in the future there might be a shift from our type of society which emphasizes productive activity to a different kind of society. We liked to think of employment as producing, but men needed to be able to do something for which they could respect themselves. Social status was linked with the chance to compete. Economic morality, he said, must take into account all these things.

Sixteenth Conference, Canadian Association of Administrators of Labour Legislation

Problems of administration discussed by representatives of federal and provincial departments of labour. Special attention is given to labour departments' responsibilities in field of manpower training

Problems of administration were discussed by officials of the federal and provincial labour departments at the Sixteenth Conference of the Canadian Association of Administrators of Labour Legislation in Toronto, August 27-30, under the general

chairmanship of H. S. Elkin, Deputy Minister of Labour of Saskatchewan. The membership of the organization includes the federal and provincial departments of labour and all boards and commissions administering labour laws.

Special attention was given this year to all aspects of manpower training, with particular reference to the responsibilities of the departments of labour in this field. At a session devoted to the federal Labour Department-University Research Program, Prof. A. W. R. Carrothers of the University of British Columbia addressed the Association on the subject of his own research under the program: "The Labour Injunction."

The Conference also discussed problems arising out of the administration of labour relations legislation, changes during the year in legislation and administration, and recent developments in the International Labour Organization, and received reports from the Association's committees on apprenticeship, CSA codes, inspectors' training, and labour relations statistics.

F. A. Sweet, General Manager of the Canadian Standards Association, reported on the recently completed CSA Code for the Guarding of Punch Presses at Point of Operation which was prepared at the request of the C.A.A.L.L.

The officers of the Association elected for the coming year are: Past President, H. S. Elkin, Saskatchewan; President, W. H. Sands, British Columbia; 1st Vice-president, N. D. Cochrane, New Brunswick; 2nd Vice-president, J. B. Metzler, Ontario; Secretary-Treasurer, Miss Evelyn Best, Department of Labour, Ottawa.

The delegates were welcomed by His Worship Mayor Nathan Phillips of Toronto, and by the Hon. Charles Daley, Minister of Labour of Ontario. Mr. Daley emphasized the benefits to be derived from such conferences as that of the C.A.A.L.L., to which people come from all parts of Canada to discuss the problems with which they are confronted from day to day.

"This country is great, and it will be greater," he added, "to the extent that each province and each segment of the country works in co-operation one with the other for the good not only of one province but of all Canada." Mr. Daley also addressed the delegates at an informal dinner given by the Ontario Department of Labour.

Representatives attending the Conference included: *British Columbia*—W. H. Sands, Deputy Minister of Labour; C. R. Margison, Secretary, Board of Industrial Relations and Labour Relations Board. *Alberta*—Hon. Raymond Reiersen, Minister of Industries and Labour; J. E. Oberholtzer, Deputy Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; H. C. French, Secretary, Board of Industrial Relations. *Saskatchewan*—

H. S. Elkin, Deputy Minister of Labour; J. P. Kot, Director of Safety Services. *Manitoba*—W. Elliott Wilson, QC, Deputy Minister of Labour; E. G. Weeks, Administrative Officer.

Ontario—Hon. Charles Daley, Minister of Labour; J. B. Metzler, Deputy Minister of Labour; C. G. Gibson, Director of Technical Services; J. Finkelman, Chairman, Labour Relations Board; G. W. T. Reed, Vice-Chairman, Labour Relations Board; L. Fine, Chief Conciliation Officer; E. H. Gilbert, Chief Inspector; E. Billington, Chairman, Industry and Labour Board; E. G. Gibb, Director, Minimum Wage Branch; F. W. Ehmke, Chief Elevator Inspector; L. J. Hutchison, Chief Inspector of Boilers; B. W. Eck, Acting Director of Apprenticeship; D. B. Shaw, Member, Board of Examiners of Operating Engineers; Mrs. Josephine Grimshaw, Economist; Miss Alice Buscombe, Statistician; S. R. Johnston, Solicitor, Workmen's Compensation Board.

Quebec—Donat Quimper, Associate Deputy Minister of Labour; Conrad Lebrun, Vice-president, Labour Relations Board; Cyprien Miron, Director, Conciliation and Arbitration Service; Noel Bérubé, Assistant Director, Conciliation and Arbitration Service; E. C. Piédalue, Director, Apprenticeship Service; René Labelle, Director, Board of Examiners and Chief Inspector of Electrical Installations Service; Benoît Toussignant, Chief Inspector, Labour Relations Board; Wilfrid Beaulac, Chief Labour Inspector, Quebec District. *New Brunswick*—N. D. Cochrane, Deputy Minister of Labour; C. T. Cheeseman, Apprenticeship Supervisor. *Newfoundland*—G. B. Malone, Assistant Deputy Minister of Labour. *Nova Scotia*—Hon. Stephen T. Pyke, Minister of Labour; R. E. Anderson, Deputy Minister of Labour; R. S. Cochran, Director of Apprenticeship; Miss June Taylor, Statistical and Research Officer.

Federal—A. H. Brown, Deputy Minister of Labour; G. V. Haythorne, Assistant Deputy Minister of Labour; A. W. Crawford, Director of Training; Bernard Wilson, Director of Industrial Relations; W. R. Dymond, Director, Economics and Research Branch; Miss Marion V. Royce, Director, Women's Bureau; Miss Edith Lorentsen, Director, Legislation Branch; J. L. Mainwaring, Chief, Labour-Management Research Division, Economics and Research Branch; R. H. MacCuish, Training Branch; Miss Evelyn Woolner and Miss Evelyn Best, Legislation Branch; G. A. L. Gibson, Chief, Special Services, Regional Employment Branch, Unemployment Insurance Commission, Toronto.

Canadian Vocational Training

Advisory Council, 25th Meeting

Part that educators, government and industry might play in fitting Canadians for useful roles in working force major topic of discussion
Vocational training courses for women and for farm youth recommended

The part that educators, government and industry might profitably play in fitting Canadians of all ages to fill useful, pleasing roles in the working force were discussed at the 25th meeting of the Canadian Vocational Training Advisory Council, held in Ottawa September 23 and 24.

The meeting, held under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta, was attended by representatives of provincial governments, industry, organized labour, education and the federal Government.

The growing importance of vocational and technical training was stressed by Deputy Minister of Labour Arthur H. Brown in welcoming delegates to the meeting. He expressed his pleasure at the fact that Council had included in its agenda provision for discussion on vocational training for women in various fields, and for those individuals interested in agriculture.

A preliminary report on studies made by the Industrial Foundation on Education was presented by S. H. Deeks, Executive Director of the Foundation. The organization, it will be recalled, was brought into being by the National Conference on Engineering, Scientific and Technical Manpower held at St. Andrews, N.B., in September 1956 (L.G., Dec. 1956, p. 1520).

Mr. Deeks outlined problems found in efforts made to determine the kinds, numbers and training requirements of technicians in Canada, explaining that these problems are of great complexity and are continuing to grow as the country's economy becomes more industrialized.

There is a need for technicians in Canada today, said Mr. Deeks, and the demand is likely to increase in the future. He noted that much of the demand to date had been met through immigration, in-plant training and from graduates of technical institutes.

He warned, however, that an endless supply of technical manpower from abroad would not be forthcoming, and as a result Canada must find ways and means of increasing training facilities for technicians. He felt that industry is becoming increasingly aware of this situation, and is taking a greater interest in finding solutions.

Some matters that could profitably be discussed, arising from his report, were suggested by Mr. Deeks. They were as follows:

The need for the stimulation of greater interest on the part of employers in assisting to define and solve our educational problems.

The extent to which correlation exists between work that must be performed and the technical training that needs to be provided.

The need for establishing different levels of educational qualifications in the area between graduation from secondary school and graduation from university identified with work of various levels between skilled craftsmen and the professional area.

The need for national recognition of the technical educational standards that may be established related to these different levels.

The need for establishing a means by which existing personnel falling within these categories may have their technical educational qualifications evaluated in terms of the standards established.

The need to provide some evidence which will be useful to employers and others which will indicate the level in which these personnel fall.

The value to education of having a central point of contact within the area of employment.

The value of establishing a central point of contact within the area of training.

The possibility of the Advisory Council becoming this point of contact.

The need to attach prestige and status to the levels of education finally established, especially the top level, as a means of stimulating students to enter this type of training.

The value of holding a conference this fall at which both the area of training and the area of employment will be more widely represented, which would discuss these proposals in more detail and implement action to place them into effect.

Council felt that the Foundation should have its fullest support in the work being carried out, and in this connection passed the following resolution:

WHEREAS this Council has a special interest in matters related to the description, qualifications, training and supply of that category of worker currently referred to as technicians; and

WHEREAS Council is of the opinion that there is a rather widespread desire for the setting up, on a voluntary and co-operative basis, of a nation-wide system of standards in respect of classification, qualification and training of technicians; and

WHEREAS the Training Branch of the Department of Labour has in prospect the pursuing of a project in these regards to be carried forward by an officer to be specially appointed for the purpose; and

WHEREAS Council has heard with interest and appreciation the statement made by Mr. S. H. Deeks, on behalf of the Industrial Foundation on Education, entitled "Some Problems In Determining The Kind, Numbers And Training Requirements of Technicians in Canada"; and

WHEREAS it has been indicated that the major immediate interest of the Foundation is to canvass and crystallize the views of industrial employers with respect to the classifications of technicians in general, and in specific fields, and to determine the functions of such technicians, and to advise with respect to their supply in relation to need, and as to their appropriate qualifications and training; and

WHEREAS it is the expressed desire of the Foundation to work in close co-operation and liaison with the Training Branch of the Department of Labour, and through it with the provinces, in developing and supporting suitable programs of training:

THEREFORE be it resolved that this Council express its appreciation of the work so far done by the Foundation, and assure the Foundation that Council looks forward to future co-operation from it in this matter of mutual interest and to participating in the promotion of and action required to accomplish mutual objectives outlined above.

An extensive skilled manpower training survey is presently being carried out by the Economic and Research Branch of the Department of Labour, and a report on this survey was given to Council by Dr. W. R. Dymond, Director of the Branch.

The survey is being carried out with the co-operation of industry and representatives of provincial governments, and to date has furnished the following information:

—There is a great difference prevailing in industry in the degree to which mechanization has advanced. Larger firms are more mechanized than smaller ones, but this has not tended to change to any great extent the composition of the labour force.

—It was learned that industry in its demand for workers now seeks persons with a better education than heretofore, especially in the fields of mathematics and science. These individuals are the ones who become technicians.

No precise definition of the term "technician" was voiced but it was generally agreed that a technician is a worker at

that level that exists between the highly-skilled worker and the person who has professional status.

Miss Marion Royce, Director of the Women's Bureau, Department of Labour, informed Council that a survey has disclosed that 25 per cent of Canada's labour force is made up of women. She thought greater opportunity should be afforded women in the field of vocational training, so that they could take advantage of the positions available in industry.

"Most girls," said Miss Royce, "anticipate some working experience as well as marriage." She thought there were many vocational courses in which women were not encouraged to participate to the extent to which they are capable. There is a great need, she believed, for counselling and courses for mature women that would build confidence and skill in them.

Commenting on the remarks of Miss Royce, Mrs. Rex Eaton, President of the National Council of Women, suggested that a review of vocational training facilities for women might be undertaken. Council unanimously backed this proposal.

J. A. Ferguson, a director of the Canadian Federation of Agriculture, urged that some consideration be given to extending vocational training to the field of agriculture.

Mr. Ferguson felt that farm boys and girls intending to remain in agriculture should receive a minimum of grade 10 general academic schooling and then two years of vocational training in agriculture or domestic science.

A determined effort should be made, Mr. Ferguson said, to bring the benefits of good vocational training to a high proportion of farm young people. Farm organizations might accept responsibility for convincing farmers that such a need exists, he thought.

He concluded by saying that young farmers—men and women—who leave school too early should, in his opinion, be encouraged to resume their schooling through a balanced program of short courses, which might culminate in a school of agriculture or a university.

The next meeting of the Council will likely be held in the first quarter of 1958; the exact date was left to the discretion of its chairman.

89th Annual Conference of British Trades Union Congress

Unusually quiet convention defeats proposal to streamline structure of the organization, rejects Government's appeal for wage restraint
Almost 1,000 delegates represented more than eight million members

The 89th annual conference of Britain's Trades Union Congress, held at Blackpool September 2 to 6, was almost devoid of conflicts of opinion; it was the only congress within memory at which a card vote was not called for. Nearly 1,000 delegates representing more than 8,300,000 trade unionists attended.

Two issues dominated the pre-convention discussions: a proposal to streamline the structure of the TUC, and a resolution rejecting wage restraint. The first failed to engender the expected controversy and the proposal was rejected; the second was adopted without dissent and without a great deal of discussion.

The loudest applause of the five-day conference was given to Walter Reuther, fraternal delegate from the American Federation of Labour and Congress of Industrial Organizations. The only loud booing of the congress occurred when a delegate raised a lone voice in favour of Russia's actions during the Hungarian uprising.

Gordon Cushing, Executive Vice-president of the Canadian Labour Congress, was fraternal delegate from the CLC.

Elected TUC Chairman for the coming year was Tom Yates, General Secretary of the National Union of Seamen, who was TUC fraternal delegate to the 1955 convention of the Trades and Labour Congress of Canada.

It was reported at the convention that membership of the TUC had reached a record number: 8,304,709 in 184 affiliated unions, an increase of nearly 41,000 during the past year.

President's Address

In his address to the convention, Sir Thomas Williamson, TUC President, warned Britain's employers that out-of-date attitudes might lead to anarchy. Employers "must decide between autocracy and anarchy on the one hand and industrial democracy on the other," he declared.

Trade unions choose democracy through consultation and negotiation, and employers will have to do the same, he said.

He expected unionists to honour agreements and use established machinery to make new ones, Sir Thomas told the delegates. "If we are determined to safeguard unity and democracy within the movement and maintain our prestige and influence in the community, then we must condemn and restrain those who organize, promote and lead unofficial movements and unofficial strikes," he said.

Because the withdrawal of labour was so serious a step, men should not be called on to strike except under constitutional trade union authority and only when all other methods of negotiation had been exhausted.

"There is no virtue in striking when there is no real need to do so," he said. "Every dispute must end in a settlement; and we should work for a solution before a stoppage takes place, even though it may call for patience and forbearance often in the face of provocation."

He rejected the idea that industrial relations in Britain were worsening, even though it was true that the lost-time total this year would exceed that for any year since 1926. Few industrial countries had had a better postwar record than Britain for peace in industry.

Sir Thomas then warned that "peace in industry is not a political issue nor should it be made into one" by the Government, the employers or the unions. "As a movement we renounce any challenge to the sovereignty of Parliament. If we dislike a government—and I am certain we have no affection for this one—we resist the temptation to dislodge it by industrial action. In a democracy, trade unionists, like all other citizens, have political rights; but we cannot and ought not to claim political privileges because we are trade unionists."

The best safeguard of industrial peace was the system of collective bargaining, he added.

Earlier in his address Sir Thomas said the TUC, and other free trade unions in Europe, wanted full employment "clearly" written into any agreement for a European common market.

Walter Reuther

Speaking as fraternal delegate from the American Federation of Labour and Congress of Industrial Organizations, AFL-CIO Vice-president Walter Reuther gave the convention delegates his views on automation, anti-Communism and corruption in United States unions.

Workers in the U.S. welcomed automation, he said, "but we are determined that the fruits of abundance that these new tools make available shall be geared to the needs of all the people, to raise the standards of living of the many rather than to raise the standards of luxury of the few".

On the threat of Communism he said: "If the new Soviet look has fooled anyone, the brutal attack and the costing of Hungarian freedom by Soviet military might should have brought about disillusionment."

Mr. Reuther described the world's free labour movement as freedom's best hope and warned that a program of negative anti-Communism would not meet freedom's challenge. "The forces of freedom are more than equal to the challenge if we take the offensive through a positive program of economic and social action against poverty, hunger and human desperation everywhere in the world," he said.

Mr. Reuther assured the TUC that United States labour leaders were determined to eliminate crooks and racketeers from their ranks. "We are saddened, as you are saddened, by headlines about corruption and racketeering in the American labour movement," he said. "This is a small minority. Our leadership is determined that we will drive from our movement every crooked racketeer."

If someone wanted to make a "fast dollar" and was more concerned with making money than with the welfare of his members, he would be told he would not be tolerated in the ranks of the American labour movement, he promised.

Gordon Cushing

Canada has a "serious" unemployment problem and is "terribly short of suitable housing," Gordon Cushing, Executive Vice-president of the Canadian Labour Congress, told the convention, which he addressed as fraternal delegate from the CLC. Therefore he warned against immediate migration to Canada.

He pointed out, however, that the CLC was not opposed to immigration. He quoted from his organization's submission to the Gordon Commission:

We are not opposed to immigration. We do not want to keep all the milk and honey

of the land of Goshen for ourselves. On the other hand, we are not in favour of simply shovelling immigrants into the country as fast as ships can bring them. Immigrants are human beings, not spare parts. They have to be brought into the life of the nation and the local communities where they settle. They have to be housed. If there are no jobs for them, they cannot be stored until they are needed... We are in favour of an immigration policy based, as the present policy is, on the country's capacity to absorb immigrants.

Mr. Cushing spoke also of the extent of control over Canadian industry exercised by non-resident companies, which he termed "one of Canada's great problems". He pointed out that investment from other countries in Canadian industry had more than doubled since the Second World War.

"The significant thing about this external investment," he went on, "is that it controls about one-third of Canadian business." In manufacturing, it represented about 50 per cent of the total; in mining, smelting and petroleum exploration and development, almost 70 per cent.

"Since these important sectors of the economy give employment to roughly half of the wage and salary earners in Canada, the opinion of these industries is of direct concern to thousands of workers and to organized Labour."

The policies laid down by United States firms for their branch plants in Canada do not always operate to the benefit of the Canadian worker or Canadian public, Mr. Cushing declared. He pointed to the effect on Canadian exports when it is a parent company that decides which of its subsidiaries should fill an order from abroad.

This kind of thing is not good for Canada. It is not good for Canadian workers. It does not promote the growth of Canadian industry. People outside Canada are in a position to prevent, or retard, the development of what might prove to be economically sound industries that would afford employment at good wages to a considerable number of Canadian workers.

The CLC has also found that Canada was being used as a testing ground for labour relations, he commented.

Earlier, Mr. Cushing had declared that "Canada has become almost a full-fledged welfare state". He pointed out examples of the welfare and social legislation now existing in Canada: family allowances, workmen's compensation, unemployment insurance, pensions for the blind and disabled, mothers' and widows' allowances, veterans' pensions, old-age assistance. The one object left to be accomplished is "a comprehensive program of health care on a nation-wide basis."

The CLC officer foresaw a larger industrial labour force and a tremendous expansion in Canada's manufacturing and industrial life as a result of the trend, still continuing, of population shifting from the farms to the cities.

"Because of industrial development and increased man-hour production, we will continue to press for higher wages and better working conditions," Mr. Cushing told the conference. "We do not oppose automation; we favour it," he continued. "But we want the workers and consumers to benefit by it."

At the beginning of his address, the CLC Executive Vice-president told the TUC of the progress made in unifying the Canadian labour movement. The CLC now represents some 80 per cent of the total organized labour force in Canada, the CCCL approximately 7½ per cent, and "we feel confident that in the not-too-distant future they will be part of our Congress," he said.

Wage Restraint

The TUC rejected the Government's appeal for wage restraint.

Delegates approved, without dissent, a five-point resolution that:

—Condemned the Government's "refusal to accept its responsibility" to deal effectively with prices and profits and protested its "persistent disregard of the views expressed by the trades union movement";

—Declared that the TUC, while not wishing to chase an inflationary spiral, was not prepared to accept the imposition of a policy that would debase the living standards of the workers;

—Rejected the principle of wage restraint in any form while re-affirming its determination, while profits and prices remained uncontrolled, to take steps industrially to ensure that wages kept pace with rising costs;

—Affirmed belief and confidence in collective bargaining and the right of unions to pursue justifiable wage claims; and

—Urged trade unionists to work for the early return of a Labour Government pledged to the task of applying these principles.

Frank Cousins, General Secretary of the Transport and General Workers' Union, who proposed the resolution, explained the meaning of the reference to industrial action in the motion. "We mean that we shall be prepared to take every step through negotiation and, if appropriate, through arbitration; but we shall also reserve the right to withdraw labour."

As far as possible, he said, the unions would use powers of persuasion. But there

were times when they came up against people who recognized only the persuasion of power.

Nuclear Weapons

The Congress called for an immediate halt to the manufacture and testing of nuclear weapons.

The three-part resolution that was carried on the convention's final day (1) viewed with concern the growing health hazards and danger to world peace arising from the continued testing and manufacture of atom and hydrogen bombs, "which should cease immediately"; (2) asked the General Council to press the Government to propose to the governments of other nations concerned the immediate unconditional suspension of tests as a first step to banning all nuclear weapons; and (3) urged the Council to press for an immediate inquiry by the Government into health hazards arising from the use of radioactive materials.

The mover of the motion declared that Britain's wealth was being squandered on perfecting weapons of such terrible destructive power that to use them would be tantamount to national suicide. He called for a demonstration in London in which every trade union should be asked to participate.

The seconder of the resolution said that the united action of the trade union movement could compel a new direction of government policy and an end to the hydrogen bomb.

European Free Trade Area

The General Council's report on proposals for a European Free Trade Area, which recommended TUC collaboration with the Government's plans, came under sharp attack but was eventually endorsed by the convention.

Presenting the report, W. L. Heywood, Chairman of the economic committee, said that after careful consideration of the probable effects on full employment and workers' living standards, the Council had decided that it was right that the TUC should be associated with the principle. He emphasized that the initiative was not with Britain and the question was whether Britain could afford to disregard this move towards closer economic collaboration.

The Council had asked the Government to see that full employment was maintained and that the impact of the change was softened, for those most likely to be effected, by compensation for displaced workers and financial help for those having to undergo retraining or having to move to new areas.

If the Government would give the unions full employment, they could look after their members and protect their standards, he said.

Critics of the Council's recommendation were afraid that standards in Britain would be reduced to the level of those in the country with the greatest unemployment.

Other Resolutions Adopted

Health Scheme

A resolution calling for an end to the charges on prescriptions under Britain's national health scheme, the abolition of special contributions to finance the health service and the removal of restrictions on spending on hospitals was carried unanimously.

Another resolution on the health scheme, also adopted, expressed concern at the decrease in trade union representation on hospital boards, management committees and hospital boards of governors. It pledged support to the General Council in its efforts to obtain wider representation of trade unionists in the health service.

Pensions

The Labour Party's proposals for a national pensions scheme ultimately linked to earnings received the unanimous backing of the delegates.

Previously, the TUC had always insisted on flat-rate, non-contributory pensions. The decision at this year's congress means, in effect, that it will now agree to a contributory scheme in which pensions will vary in size and will be related to the pensioners' past earnings.

A resolution calling for an immediate and substantial increase in pensions, with periodic reviews to keep them in line with the cost of living, was unanimously adopted.

Nationalization

A resolution charging delay by the General Council in implementing plans for expansion of nationalization into other industries and services was carried without dissent, but several delegates abstained from voting.

A resolution calling for nationalization of the machine-tool industry was carried.

Other Resolutions

A resolution recording that the Congress was "profoundly disturbed at the demise in repeatedly increasing numbers of national and provincial newspapers" was carried. The resolution instructed the General Council to press for an immediate investigation, "not excluding a reference to the

Monopolies Commission," in cases where newspapers ceased publication because of controllable causes such as the rise in the price of newsprint. The same resolution also asked the Council to take "all appropriate action to halt monopolistic tendencies in the field of publication".

Other resolutions adopted included those:

—Declaring that national planning for automation, in which there should be effective participation of trade unions, was essential;

—Expressing concern at the decline of house building because of the Government's monetary policy, condemning the Government for providing houses "on ability to pay rather than need" and calling for a decrease in the interest rate;

—Expressing support for affiliated unions in efforts to establish an eight-hour day and 40-hour week for all manual workers without loss of pay;

—Expressing concern at the shortage of suitably trained technical workers in industry and calling for an increase in the number of technical schools, in technical teachers salaries and in schemes for "sandwich" courses in industry;

—Calling on the "next Labour Government" to repeal the Rent Act (As originally submitted, this resolution urged the TUC to support a 24-hour strike in protest against the Act, which permits rent increases in the near future.);

—Complaining that many banks denied their staffs the right of collective bargaining;

—Demanding recognition of unions in the retail distributive trades;

—Approving unanimously a proposal to raise £500,000 for the International Solidarity Fund set up by the International Confederation of Free Trade Unions to develop trade unions in under-developed countries;

—Condemning the absence of legislation to regulate shop hours and health and safety conditions in non-industrial employment;

—Approving an arrangement under which Odhams Press will publish the *Daily Herald* under licence for 25 years (The General Council's report on the agreement pointed out that the TUC had been faced with the threat of the paper's ceasing publication.); and

—Calling for the admission of Communist China to the United Nations (carried unanimously).

A section of the General Council's report that praised the "heroic fight of the Hungarian people" last year was approved. A

delegate who declared that the Soviet Union was "correct" in answering the call from the Hungarian Government was booed.

Resolutions Defeated

Union Structure

A composite resolution asking the General Council to conduct a survey and make a report to next year's congress to help in streamlining the trade union movement was defeated by a substantial majority in a private session. Earlier it had been suggested that the resolution be referred to the Council without debate.

Sponsors of the motion, which aimed at 30 large unions in place of the present 184, were the National Union of Railwaymen, the National Union of Public Employees and the National Union of Tobacco Workers. All three believe in "industrial" unionism and have frequently been in dispute with other unions in their own industries.

Jurisdictional Disputes

An appeal that the TUC should appoint a three-member tribunal to settle inter-union disputes was rejected. Sir Vincent Tewson, TUC General Secretary, assured delegates that "999 out of 1,000" disputes could be handled by the General Council under existing machinery.

Research Department

A demand that the TUC set up a special department to collect and publish information on wage agreements and methods of incentive payments was rejected. If the TUC did the job, a supporter of the resolution said, it would avoid 184 unions' doing it 184 times. The TUC General Secretary pointed out that there was already a department that did exactly the work requested and that if any union thought its demand for information was not adequately met, the service would be improved.

Referred to General Council

A resolution calling for reimposition of price controls and subsidies on basic commodities was referred to the General Council.

Reduction of maximum working hours for women and young persons from 48 to 44 hours, with an overtime limit of 60 hours a year, was called for in a composite resolution on the Factories Acts. The motion was referred to the General Council for consideration.

Another resolution referred to the General Council welcomed the recent lifting of some restrictions on trade with China and urged the abolition of remaining restrictions.

Election of Officers

Chairman of the Trades Union Congress for the coming year and president of next year's convention is Tom Yates, General Secretary of the National Union of Seamen. He joined the NUS 44 years ago and has been a member of the TUC General Council since 1948, the year he was elected his union's general secretary.

Five seats on the General Council were contested; they had been vacated by members who had reached the retirement age. The remaining incumbents on the 35-member council were all returned to office, 20 by acclamation.

The five seats were won by W. M. Talton, Amalgamated Engineering Union; B. Walsh, Colliery Overmen, Deputies and Shotfirers; L. Sharp, Dyers, Bleachers and Textile Workers; R. Smith, Union of Post Office Workers; and L. Poole, National Union of Boot and Shoe Operatives.

Two leading Communists who sought election to the Council were decisively defeated. Arthur Horner, General Secretary of the National Union of Mineworkers, was defeated by Mr. Walsh, 6,305,000 votes to 2,187,000.

Frank Haxell, General Secretary of the Electrical Trades Union, received only 591,000 votes and placed last in the voting for the representative of the engineering and vehicle building group.

W. B. Beard of the United Pattern Makers' Association was named fraternal delegate to the CLC's 1958 convention.

Industrial Fatalities in Canada during Second Quarter 1957

Deaths from industrial accidents* decreased by 38 from the previous three-month period. Of the 285 fatalities in the quarter, largest number, 71, occurred in construction; 48 occurred in transportation

There were 285* industrial fatalities in Canada in the second quarter of 1957, according to the latest reports received by the Department of Labour. This is a decrease of 38 from the previous quarter, in which 323 were recorded, including 31 in a supplementary list.

During the second quarter of 1957 there were five accidents which resulted in the deaths of three or more persons in each case. On April 7, the five persons on board the tug *Glenfield* were lost when the tug disappeared while on a voyage between Liverpool, N.S., and Saint John, N.B. In another accident involving a tug, four crew members of the tug *John Pratt* were drowned in Montreal harbour on April 24

when the tug suddenly, capsized while assisting a freighter to dock. An aircraft crash at Port Hardy, B.C., on June 23 resulted in the deaths of the pilot, co-pilot and two men who were travelling in connection with their work. Fourteen persons were killed in this accident, which occurred when the aircraft crashed while attempting an emergency landing.

Two accidents resulted in the deaths of three persons in each case. On April 26, three loggers were drowned in the Bersimis River, Que., when the boat in which they were travelling capsized. A plane crash on June 19, at Telegraph Creek, B.C., cost the lives of the pilot, a mining engineer and a government official.

Grouped by industries (see chart p. 1199), the largest number of fatalities, 71, was in construction. This includes 26 in buildings and structures, 24 in highway and bridge construction and 21 in miscellaneous construction. In the same period last year, 53 fatalities were recorded in this industry: 20 in buildings and structures, 19 in highway and bridge construction and 14 in miscellaneous construction. During the first quarter of 1957, 64 construction fatalities were listed: 27 in buildings and structures, 21 in miscellaneous construction and 16 in highway and bridge construction.

During the second quarter, accidents in the transportation industry were responsible for 48 deaths, of which 17 were in water transportation, 11 in steam railways and eight in air transportation. For the same period in 1956, 46 deaths were reported, including 15 in steam railways, 14 in local and highway transportation and nine in water transportation. Work injuries in this industry during the first quarter of 1957 were responsible for 56 deaths, of which 22 were in local and highway transportation, 16 in steam railways and 15 in water transportation.

In manufacturing there were 45 fatalities; of these, 12 were in wood products, nine in iron and steel and five in transportation equipment. During the same period in 1956, 37 were recorded, of which eight were in food and beverages, six in each of

*See Tables H-1 and H-2 at back of book.

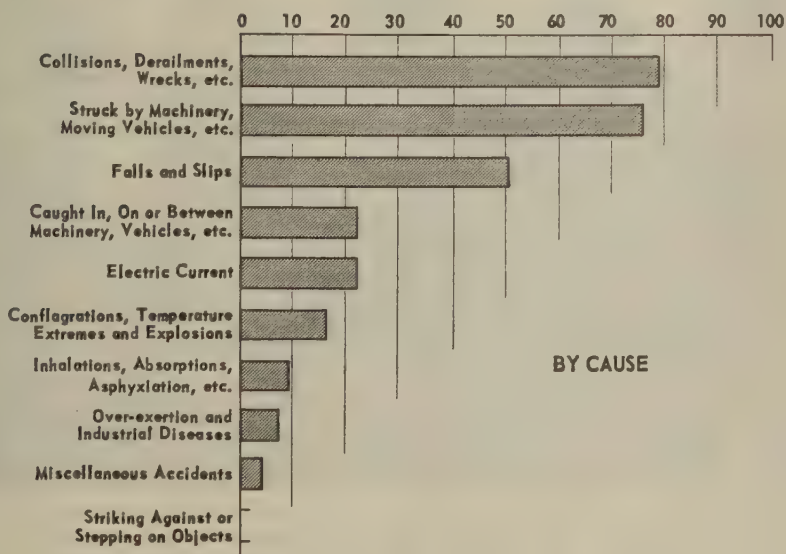
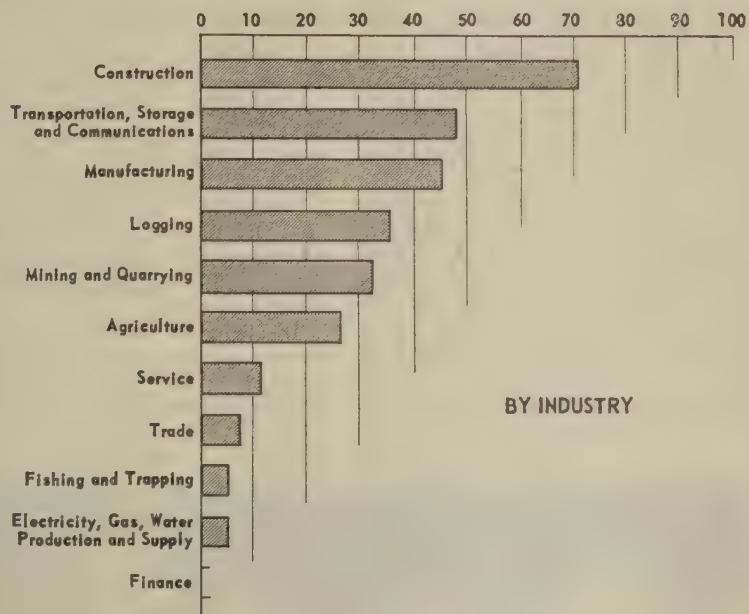
†The number of industrial fatalities that occurred during the second quarter of 1957 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 73 fatalities for which no official reports have been received.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1957



Source: Economics and Research Branch, Department of Labour.

the transportation equipment and chemicals groups and five in wood products. Accidents in this industry in January, February and March 1957 cost the lives of 53 persons, including 14 in iron and steel, 12 in wood products and 10 in the transportation equipment group.

Accidents in the logging industry resulted in the deaths of 35 persons during the second quarter of 1957, a decrease of 17 from the 52 recorded during the same period last year. In the first quarter of 1957, 33 lives were lost in this industry.

Mining accidents caused the deaths of 32 persons during the quarter under review, 20 in metalliferous mining, seven in coal mining and five in non-metallic mining. In April, May and June last year 62 fatalities were reported in the industry, including 43 in metalliferous mining, 10 in coal mining and nine in non-metallic mining. During the first quarter of this year 43 fatalities were listed: 24 in metalliferous mining, 13 in non-metallic mining and six in coal mining.

There were 26 industrial fatalities recorded in agriculture during the quarter under review, a decrease of four from the 30

reported during the same period last year. During the first three months of 1957 accidents in agriculture resulted in the deaths of 14 persons.

An analysis of the causes of these 285 fatalities (see chart p. 1199) shows that 79 (28 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group the largest number of deaths was caused by watercraft (22), automobiles and trucks (20), and tractors, loadmobiles, etc. (16). In the classification "struck by tools, machinery, moving vehicles or other objects," 76 (27 per cent) deaths were recorded; of these, 45 were in the category "other objects," 17 involved "moving vehicles" and 14 were a result of accidents involving "tools, machinery, etc." "Falls and slips" were responsible for 50 fatalities during the period; 49 deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 87. In Quebec there were 64 and in British Columbia 62.

During the quarter there were 102 fatalities in April, 102 in May and 81 in June.



Presentation of Lasker Film Award for best film on rehabilitation at Seventh World Congress of the International Society for the Welfare of Cripples. Holding the trophy, won by the Ontario Workmen's Compensation Board, is H. Hall Popham of the Canadian Council of Crippled Children and Adults. Onlookers (left to right) are: Dr. F. Bach of the Congress program committee, London, England; Miss Mary E. Switzer, Office of Vocational Rehabilitation, Washington; and Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour.

7th World Congress, International Society for Welfare of Cripples

More than 1,000 delegates from 47 nations attended congress, which is recognized as foremost gathering of those interested in rehabilitation

Recognized as the foremost gathering of those interested in rehabilitation, the Seventh World Congress of the International Society for the Welfare of Cripples was held in London, England, in July. More than 1,000 delegates from 47 nations attended; 19 international organizations concerned with the rehabilitation of the disabled, including the United Nations and its specialized agencies, were also represented.

Speakers and their subjects were: Rt. Hon. Viscount Hailsham, QC, United Kingdom Minister of Education, "Planning for Victory over Disablement"; David A. Morse, Director-General of the International Labour Organization, "Ways Back to Working Life"; Major-Gen. M. J. Maas, Chairman, President's Committee on Employment of the Physically Handicapped (United States), "Placement and Employment"; and Dr. Gudmund Harlem, Minister of Health and Social Affairs, Norway, "Planning for Victory over Disablement: The Advance, Integration and Application of Knowledge".

Addresses opening the sessions on each day of the Congress were given by The Duke of Devonshire; Dr. Howard A. Rusk, Society President; E. S. Evans, CBE, Congress Committee Chairman; and Dame Enid Russell-Smith, DBE, Deputy Secretary, United Kingdom Ministry of Health.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Canada, was chairman of a meeting discussing "The Agricultural Worker and His Problems".

Mr. Campbell was also asked to participate in the acceptance of the Lasker Film Award, presented for the best film on rehabilitation. The award was won by the Ontario Workmen's Compensation Board for its film, "Team Work in Action". Mr. Campbell is a former Chief Rehabilitation Officer of the Ontario Board and was the first Superintendent of the Board's Rehabilitation Centre at Malton.

The award was accepted by H. H. Popham, President of the Canadian Council for Crippled Children and Adults.

During the five-day Congress, panel discussions were held on "Education of the Community and the Individual", "Pathways to a Fuller Life", "Placement and Resettlement of the Individual in Society" and "Propaganda Films and Other Media".

Among the Canadians participating in the Congress were: H. H. Popham, President of the Canadian Council for Crippled Children and Adults, who led the discussion on rehabilitation services for children; Dr. Gustave Gingras, Medical Director, Rehabilitation Institute of Montreal, and Associate Professor, University of Montreal Faculty of Medicine, who gave the opening address in a discussion on rehabilitation of the hemiplegic; Dr. C. McCann, St. Johns, Newfoundland, who presented a paper on muscular dystrophy; Dr. A. F. Buckwold, Pediatric Director, Physical Restoration Centre, Saskatoon, who led the discussion on cerebral palsy; Dr. Keith S. Armstrong, of the Canadian Council for Crippled Children and Adults, who was chairman of one of the sessions; and Dr. A. T. Jousse, Medical Director, Lyndhurst Lodge, Toronto, who was one of the speakers at a session on paraplegia.

The discussion on the agricultural worker and his problems, of which Mr. Campbell was chairman, was opened by Dr. Aguiliera, National Co-ordinator of Rehabilitation, Guatemala, who took part of his training in Canada under United Nations auspices.

Canada was cited as an example of how the problem of developing co-ordination in rehabilitation could be tackled, in a speech by Kurt Hansson of the United Nations.

The Congress was presided over by the Duke of Devonshire.

Sir Kenneth Coles of the Society of Crippled Children of Australia was elected President of the International Society for the Welfare of Cripples, succeeding Dr. Howard A. Rusk of the United States. The next world congress will be held in New York in 1960.

Task of Women Trade Unionists

Overcoming indifference most vital task facing women trade unionists
ICFTU-ITS committee agrees. Greater representation in unions urged

Overcoming indifference is the most vital task facing active women trade unionists today, and it will be overcome only if more attention is given to women's special needs and difficulties, it was decided at a recent meeting of the ICFTU-ITS Advisory Committee on Women Workers' Questions.

Women cannot be treated as mere ciphers in the trade union movement, it was noted, since they have a different background, interests, family ties and domestic duties from men, and will become effectively organized in trade unions only if these facts are recognized and acted upon.

One way to achieve such an end is by ensuring greater women's representation at all levels of the trade union organizations and professional associations which cater to women workers.

The Committee stressed the need for women to participate at all stages of trade union training, and pointed to the need to adapt syllabuses and time-tables to their particular needs.

It was felt, also, that women must play a greater part in writing and editing articles for the trade union press, which at present is concerned too exclusively with men's affairs.

The Committee met in Brussels, under the chairmanship of Wilhelmina Moik, of the Austrian Trade Union Federation. The Committee is composed exclusively of women—five representing affiliated organizations, and seven international trade secretariats of industries employing large numbers of women.

* * *

Resolutions designed to promote the economic advancement of women were adopted at the twelfth assembly of the Inter-American Commission of Women.

One of the resolutions, which was adopted by eight votes in favour, two against and eight abstentions, calls for a global study on the access of women to training and employment in the principal professional and technical fields; requests the secretary-general of the United Nations, as a first step in the project, to collect information and prepare, in co-operation with the

specialized agencies concerned, a report on the availability of opportunities for women as jurists, architects and engineers. Government members of the United Nations and of the specialized agencies, as well as non-governmental organizations in consultative status, are invited to reply to a questionnaire.

* * *

Working mothers who flit from job to job have the highest rate of delinquent sons. That is the "guarded conclusion" of two Harvard University criminologists, Dr. Sheldon Glueck and Dr. Eleanor T. Glueck, his wife, after studying data on 500 delinquent boys compared with another 500 who did not get into trouble.

They suggested in an article in the magazine *Mental Hygiene* that off-and-on working mothers were a "different breed" from women who were regularly employed. The steadily working mother, as differentiated from the mother who can afford to stay home as a housewife, appears to be interested in the need or duty to add to the family income, the Gluecks reported.

* * *

Commenting on women's professional participation in the Ontario Public Health Laboratory Service, Dr. L. E. Elkerton, D.P.H., Director of the Division of Laboratories, said recently that women predominate in a ratio of more than 2 to 1 with men in the staffs of the 14 departmental laboratories which employ a total of more than 400 civil servants. At the same time, however, he said that only few women complete a civil service career to retirement age and proportionally there are many more men who pursue a career in medical laboratory work until they reach retirement.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

50 Years Ago This Month

Report of Royal Commission appointed in February 1907 to inquire into dispute between Bell Telephone Company, Toronto, and its operators published in September; recommendations summarized in October issue

The report of a Royal Commission appointed in February 1907 to inquire into the dispute between the Bell Telephone Company and its operators in Toronto, which had led to a strike at the end of January (L.G., March, p. 308), was published in September, and was the subject of a special article in the *LABOUR GAZETTE* for October 1907.

The conclusions and recommendations of the commission, as summarized in the *LABOUR GAZETTE*, included:

—The appointment of a commission of medical experts to examine into the effect of the occupation of telephone operating upon the constitution of those engaged in it.

—The adoption of a new schedule of hours involving six hours work, broken by periods of relief and spread over from eight to eight and three-quarter hours a day, for six days a week.

—Absolute prohibition of overtime.

—A ban on the employment as a telephone operator of women under the age of 18.

—A ban on the hiring of a young woman as a telephone operator until she has passed a medical examination, particularly as to nervous system, throat, lungs, sight, hearing and tendencies towards tuberculosis.

—Changes in the apparatus used and in the style of seats, in order to increase the comfort and convenience of the operator.

—Better ventilation in the operating room.

—The application to telephone companies of the criminal laws applicable to news improperly obtained or divulged by telegraph operators or officials.

—Establishment of a permanent conciliation board composed of representatives of the Company and of its operators, to which might be referred at stated intervals points of difference between the officials and the operators, with an appeal to the head officers of the Company where matters in dispute were not successfully settled by the board.

The commission in its report was critical of the Company's treatment of its operators in the matter of wages; and after

pointing out that the Bell Telephone Company had a monopoly of telephone service in the city of Toronto the commission went on to say: "To the extent to which the citizens of Toronto have parted, either voluntarily, or involuntarily, with their right to choose between competing concerns, and to that extent have parted also with their power to extend their patronage in the direction in which they believe the interests of justice and fair play may best be served, to that extent it is, we believe, not only their right but their duty to know and to insist upon a company profiting by their patronage treating its employees in a manner which is equitable and fair".

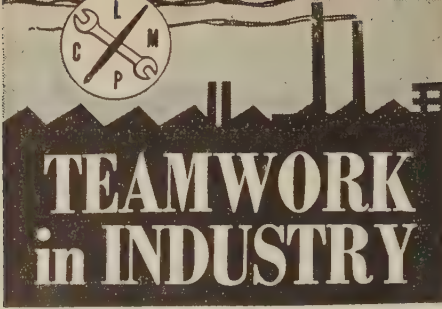
At the 23rd annual convention of the Trades and Labour Congress of Canada, which opened in Winnipeg on September 16, 1907, the report of the executive committee of the Congress said in reference to the Industrial Disputes Investigation Act, which had become law during March of the same year, that after careful consideration hearty endorsement had been given to the principle of the measure. The report added that the Act had already been successfully tested.

The executive committee drew attention to the refusal of certain iron and steel firms to tender on public works because the specifications called for the "union or prevailing" rate of wages, and it expressed the opinion that legislation should be sought that would make it impossible for firms to discriminate unfairly against organized labour.

The committee's report referred to the success of the International Typographical Union in securing the eight-hour day for its members.

Resentment at the number of immigrants reaching Pacific ports of Canada from Oriental countries during the previous few months culminated in what the *LABOUR GAZETTE* described as a "somewhat serious disturbance at Vancouver on September 7 and the few days immediately following".

Later developments in connection with the anti-Japanese riots were reported in the *LABOUR GAZETTE* for November 1907.



The combined efforts of management and labour at the American Can Company's Montreal plant have resulted in a record of 1,400,000 man-hours worked without a lost-time accident.

Operations in this plant are hazardous because volume production requires the use of high-speed machinery in the handling of razor-sharp sheets of tin plate. Serious cuts are constant hazards and a high degree of safety awareness by employees and supervision is necessary if accidents are to be avoided.

Two years ago the plant accident rate was a matter of major concern to the Company and the Union—the Can Workers' Union (CLC). The company, with complete union support and co-operation, decided on a campaign directed towards reducing the number of accidents in the plant. Basis for this campaign was the belief that labour-management co-operation and teamwork are essential to successful accident prevention.

A joint nine-man safety committee, made up of four union members and senior management representatives, was organized. Each departmental foreman was asked to choose one member of his department to act as a safety captain to work with him on accident prevention. The safety captain's principal job is to make reports on possible safety hazards and to observe and note the general level of departmental accident prevention.

The accident prevention committee and the safety captains meet together once each month to review the accident prevention record in all the Company's plants and to study the situation in the Montreal plant in detail. At these meetings, each safety captain reports on his regular safety checks and the action taken as a result of his written reports. In addition to these measures, widespread publicity is given to the committee's work, and unannounced safety inspections are held in the various departments from time to time.

As a direct result of this program of labour-management co-operation the employees and the Company recently received several rewards for having worked one million man-hours without a lost-time acci-

dent. (This record was compiled between August 16, 1955, and May 9, 1957.)

Among the rewards received were the Industrial Accident Prevention Association's certificate of membership in the Millionaires' Club, and the Award of Merit banner, and the Award of Merit plaque of the National Safety Council.

In a message to the employees of the plant, congratulating them on their record, the plant manager said: "Through your own efforts you have achieved a remarkable record and I am confident that together we can continue to work safely."

"The finest thing, to my way of thinking, about your record is the fact that we have eliminated human suffering among our fellow workers."

* * *

Awards totalling almost \$900 were made recently to two employees of the Sangamo Company, Ltd., in Leaside, Ont., for ideas that resulted in worthwhile savings in manufacturing the Company's products.

The awards were made on behalf of the Sangamo Labour-Management Production Committee by company Vice-President Harry Anderson, who is Co-ordinator of Suggestions.

* * *

On the second Wednesday of every month a committee of eight men meet at Plant No. 2 of Canadian Refractories Limited at Marelau, Que. Four members of this committee are supervisors, and four are hourly-paid employees, members of Local 145, Magnesite Federal Workers' Union (CLC). The purpose of this meeting is to discuss various aspects of production, safety, recreation and other topics (outside of collective bargaining matters) of interest to management and employees.

These monthly employee committee meetings have been held regularly for the past three years and have contributed to the more efficient operation of the plant. The *CRL News*, employee paper for the company, recently said that the committee has recommended some 50 suggestions for improvement in the plant. "These ideas have come from the men in the plant, as well as from the members in the committee," the paper said.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued seven certificates designating bargaining agents, ordered one representation vote, and rejected three applications for certification. During the month, the Board received four applications for certification.

Applications for Certification Granted

1. Canadian Dyno Employees' Association, on behalf of a unit of employees of the Canadian Dyno Mines Limited, Bancroft, Ont. The International Union of Mine, Mill and Smelter Workers intervened (L.G., Sept., p. 1073).

2. Pacific Western Airline Pilots' Association, on behalf of a unit of pilots employed by Pacific Western Airlines Limited, Vancouver (L.G., Aug., p. 969).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the company's Data Centre at Toronto (L.G., Sept., p. 1074).

4. Vancouver CPR Shipyard Workers' Union, Local 1552 (CLC), on behalf of a unit of employees of the Canadian Pacific Railway Company, employed in its British Columbia Coast Steamship Service in the Vancouver Wharf Maintenance Shops (L.G., Sept., p. 1074).

5. United Steelworkers of America, on behalf of a unit of employees of Can-Met Explorations Limited, Quirke Lake, Ont. The International Union of Mine, Mill and Smelter Workers intervened (L.G., Sept., p. 1074).

6. United Steelworkers of America, on behalf of a unit of employees of Milliken Lake Uranium Mines Limited, Elliot Lake, Ont. The International Union of Mine, Mill and Smelter Workers intervened (L.G., Sept., p. 1075).

7. International Union of Operating Engineers, Local 796, on behalf of a unit of

stationary engineers and stationary engineers' helpers employed by Stanrock Uranium Mines Limited, Township 144, District of Algoma, Ont. (L.G., Sept., p. 1075).

Representation Vote Ordered

Thomas A. Willis, *et al*, applicants, the National Association of Broadcast Employees and Technicians, respondent, and Kawartha Broadcasting Company Limited (Radio Station CHEX), Peterborough, Ont., respondent. The Board ordered a vote of the employees following consideration of an application for revocation of certification (L.G., Sept., p. 1075).

Applications for Certification Rejected

1. General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Norton Motor Lines Limited, Stoney Creek, Ont., respondent, and Peter Loewen and other employees, interveners. The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote taken by the Board (L.G., Aug., p. 967).

2. International Union of Mine, Mill and Smelter Workers, applicant, Canadian Dyno Mines Limited, respondent, and Canadian Dyno Employees' Association, intervener. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote taken by the Board (L.G., Sept., p. 1073).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and York Cartage Reg'd., Montreal, respondent. The application was rejected for the reason that the Board lacks jurisdiction (L.G., Sept., p. 1074).

Applications for Certification Received

1. National Union of Operating Engineers of Canada, Local 850, United Construction Workers Division of District 50, United Mine Workers of America, on behalf of a unit of stationary engineers employed by the Central Mortgage and Housing Cor-

poration, Montreal (Benny Farm Housing Project) (Investigating Officer: C. E. Poirier).

2. International Association of Machinists, on behalf of a unit of employees of Maritime Central Airways Limited, Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove).

3. Ottawa Atomic Energy Workers, Local No. 1541 (CLC), on behalf of a unit of employees of Atomic Energy of Canada Limited (Commercial Products Division), Ottawa (Investigating Officer: G. A. Lane).

4. Local 1554 of the Canadian Labour Congress, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. E. Whitfield).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for judgment in Certification Application Affecting

Seafarers' International Union of North America, Canadian District and Commercial Cable Company

The Board consisted of Mr. C. Rhodes Smith, QC, Chairman, and Messrs. E. R. Complin, A. J. Hills, A. R. Mosher, A. C. Ross and H. Taylor, Members.

The Judgment of the Board was delivered by the Chairman.

Reasons for Judgment

This is an application of the Seafarers' International Union for certification by the Canada Labour Relations Board as bargaining agent for the unlicensed personnel employed on the *John W. Mackay*, a cable ship operated by the respondent. The ship is owned by an English company, namely, the Commercial Cable Company Limited, but is chartered by the respondent, which is an American company, the Commercial Cable Company of New York, which company charts the boat from the English company. The vessel is registered in the United Kingdom.

While this cable ship operates at sea for months at a time, it seems clear from the evidence that the port of Halifax in Nova Scotia is its home port. The crew are Canadians and are signed on on Canadian articles at Halifax.

It was argued on behalf of the respondent that the Board should not exercise jurisdiction under the circumstances of this case. The facts are very similar indeed to those which were involved in the Western Union case in 1949, in which the Board decided that it had jurisdiction and should exercise it. However, in this instance, counsel for the respondent advanced a new argument, namely, that the British Commonwealth Merchant Shipping Agreement of 1931, which had not been brought to the Board's attention in the Western Union case, should lead the Board not to exercise jurisdiction in the present case. Two articles from the Agreement were referred to in support of this contention. These are as follows:

Part III, Article 9

Save as otherwise specially provided in this Agreement, the laws relating to merchant shipping in force in one Part of the Commonwealth shall not be made to apply with extra-territorial effect to ships registered in another Part unless the consent of that other Part of the Commonwealth has been previously obtained:—

Provided that nothing contained in this Article shall be deemed to restrict the power of each Part of the Commonwealth to regulate the coasting trade, sea fisheries and fishing industry of that Part.

Part V, Article 14

The powers and duties with respect to discipline on board a ship registered within the British Commonwealth shall, in so far as they are not derived from the ship's articles, be those made and provided by the laws and regulations in force in the Part of the Commonwealth in which the ship is registered...

These articles standing by themselves might appear to indicate that the Board should not attempt to exercise jurisdiction in the instant case. It should be pointed out, however, that the provisions of international agreements or treaties do not, in Canada, have the force of law except to the extent that they have been implemented or sanctioned by legislation. For a recent decision on this question see *Francis v. The Queen* (1956) S.C.R. 618. On the other hand there is a general principle that Statutes should be interpreted or applied, as far as the language admits, so as not to be inconsistent with the comity of nations or with the established rules of international law. For this limited purpose, at least, the British Commonwealth Merchant Shipping Agreement referred to by counsel in the argument would appear to be a proper subject-matter for consideration.

An examination of the British Commonwealth Merchant Shipping Agreement indicates an intention, found in Article 13, on the part of the contracting Governments to enact, in respect of the form and contents of ships' articles first opened in their respective parts of the Commonwealth, legislation relating to the engagement of seamen and, in particular, s. 168 of the Canada Shipping Act, R.S.C. 1952, c. 29, would appear to be the implementation in Canada of the intention found in Article 13 of the British Commonwealth Merchant Shipping Agreement.

The application of the provisions of the Industrial Relations and Disputes Investigation Act to the employer and employees concerned in the present application for certification may not be said to be inconsistent with the terms of the British Commonwealth Merchant Shipping Agreement read as a whole, when in point of

fact Parliament has expressly legislated in implementation of that agreement, in respect of agreements with seamen engaged in Canada.

As the seamen in question were engaged in Canada on Canadian Articles, presumably in compliance with Section 168 (1) of the Canada Shipping Act, the Board has come to the conclusion that the British Commonwealth Merchant Shipping Agreement is in no way a bar to the exercise of jurisdiction by it in respect of the instant application. The fact that the men in respect of whom certification is sought are Canadian citizens, while not

relevant from a strictly legal point of view, has tended to confirm the Board's conclusion that it should exercise jurisdiction.

(Sgd.) C. R. SMITH *Chairman*
For the Board.

For the Applicant:

L. J. McLAUGHLIN, Esq.,
RENE TURCOTTE, Esq.

For the Respondent:

M. E. CORLETT, Esq.,
WILSON McMAKIN, Esq.,
JOHN PETCH, Esq.,
E. A. MARTIN, Esq.

Dated at Ottawa, July 15, 1957.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Port of Montreal (Grain Elevator Shovellers), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

2. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

3. Imperial Oil Ltd. (MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10), and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

4. Westward Shipping Limited (MV *Britamerican*), and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

5. Westward Shipping Limited (MV *Britamerican*), and National Association of Marine Engineers (Conciliation Officer: G. R. Currie).

6. Quebec Television (Canada) Limited (CFCM-TV and CKMI-TV), Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

7. Cape Breton Broadcasters Limited, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

8. Deluxe Transportation Ltd., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

9. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Company Limited, Caledon Terminals Ltd., Terminal Warehouses Ltd., and International Longshoremen's Association, Local 1842 (Conciliation Officer: F. J. Ainsborough).

Settlements by Conciliation Officers

1. Shipping Federation of British Columbia, Northland Navigation Company Limited, and International Longshoremen's and Warehousemen's Union, Locals 505 and 509 (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 969).

2. Charlottetown Hotel (Canadian National Railways), Charlottetown, P.E.I., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: H. R. Pettigrove) (L.G., Sept., p. 1075).

3. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 1075).

Conciliation Board Appointed

1. Bessborough Hotel (Canadian National Railways), Saskatoon, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Sept., p. 1075).

Conciliation Board Fully Constituted

1. The Board of Conciliation and Investigation established in July to deal with matters in dispute between the Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 1076) was fully constituted in August with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and James Scott, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Consolidated Denison Mines Limited, Spragge, Ont., and Local 1001, Blind River

and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (L.G., May, p. 574).

2. Atomic Energy of Canada, Chalk River, Ont., and Atomic Energy Allied Council (L.G., Aug., p. 970).

3. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., Sept., p. 1076).

Settlements Following Board Procedure

1. Consolidated Denison Mines Limited, Spragge, Ont., and Local 1001, Blind River and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (*See above*).

2. Atomic Energy of Canada, Chalk River, Ont., and Atomic Energy Allied Council (*See above*).

Report of the Board in Dispute between

Consolidated Denison Mines Limited and

International Union of Mine, Mill and Smelter Workers

The Board of Conciliation and Investigation, Eric G. Taylor, Esq., Chairman, Robert V. Hicks, Esq., QC, Nominee of the Employer, and Kenneth Woodsworth, Esq., Nominee of the Union, sat for the hearing of this matter in The King Edward Hotel, Toronto, Ont., on the 22nd day of May, 1957, and at the offices of Consolidated Denison Mines Limited, Spragge, Ont., on the 30th day of May, 1957. On 5th June, 1957, the Board prepared a Report as it appeared that further hearings would not take place. However, following discussions with the parties the conciliation proceedings were resumed and the Board sat for hearings in the King Edward Hotel, Toronto, Ont., on 19th, 20th and 21st days of June, 1957, and in the Prince George Hotel, Toronto, Ont., on the 25th day of June, 1957. A quorum of the Board, the Chairman and the Nominee of the Union convened and attended meetings with the parties on 27th June, 1957.

There appeared for the Employer Mr. J. E. Houck, Consultant, Mr. M. deBastini, Assistant Mine Manager, Mr. C. S. Banks, Personnel Manager, Mr. S. Hoare, Trades Superintendent and Mr. B. Mancantelli, Mill Superintendent.

There appeared for the Union Mr. N. Thibeault, National President, Mr. H. Murphy, National Vice-President, Mr. W. Longridge, National Secretary-Treasurer, Mr. L. Robinson, National Research Director, Mr. P. Mongeon, Organizer, and the following members of the Union Bargaining Committee, Messrs. R. Sabourin, R. Charbonneau, H. Fox, B. Neilsen, S. Pritzak, P. Sancier and W. Watt.

This dispute arose out of the failure of the parties to agree upon the provisions to be contained in the first collective agreement to be made between them. The

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Consolidated Denison Mines Limited, Spragge, Ont., and Local 1001, Blind River and District Mine and Mill Workers' International Union of Mine, Mill and Smelter Workers.

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, Robert V. Hicks, QC, and Kenneth Woodsworth, both of Toronto, nominees of the company and Union respectively.

The text of the report is reproduced here.

matters in issue referred to the Board were identified in the brief of the Union as Contract Demands and Economic Demands as follows:—

Contract Demands

1. Preamble
2. Scope
3. Recognition
4. No Discrimination
5. Management
6. Union Security
7. No cessation of Work—No Lock-out
8. Grievance Procedure and Steward System
9. Discharge Cases
10. Seniority
11. Leaves of Absence
12. Joint Safety and Health Committee
13. Union Bulletin Boards and Union Meetings
14. Term of the Agreement

Economic Demands

1. Hours of Work and Overtime
2. Wages and Job Classifications
3. Contract Committee and Contract Bonus System
4. Statutory Holidays
5. Vacations with Pay
6. Health and Welfare, including Life Insurance and Sick Leave
7. Pensions and Severance Pay
8. Miscellaneous Items

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect agreement. The hearing held in Toronto on 22nd May was devoted entirely to receiving the submissions of the parties, hearing their respective arguments and enquiring into the nature of the several matters in issue. It was disclosed at that hearing that the matter of the term of agreement was the cardinal issue. The Company sought an agreement which would continue in effect for a period of three years from the date of its execution and the Union sought an Agreement for one year from 1st February, 1957. It was apparent that this matter would require considerable discussion, and as there was not sufficient time to permit a thorough exploration of the question the Board urged the parties to re-examine

their positions before the next hearing which was set for 30th May. In addition the Board suggested to the parties that in the interim they should resume direct negotiations respecting those matters which did not represent monetary considerations and which, in the main, involved contract language.

When the Board resumed the proceedings at the mine site on 30th May, it was informed that the parties had met in direct negotiations on 29th May, and that they had reached a tentative understanding respecting several sections of the proposed collective agreement. The Board renewed its enquiry after joint and private discussions with the parties but was forced to the reluctant conclusion that the insistence by the employer upon an agreement for a period of three years and the Union's reluctance to contemplate such a term presented a practical and what then appeared to be an insurmountable barrier to the conciliation of the dispute as a whole. Accordingly, the Board prepared a report. However, the Board was reluctant to abandon the matter and the Chairman embarked upon certain private discussions with representatives of the parties. Due largely to the employer's willingness to contemplate an agreement of a term less than three years the conciliation and investigation proceedings were resumed.

In view of the result it is not considered necessary to set forth herein a review of the negotiations which subsequently ensued. The Board is pleased to report that a settlement of the dispute has been effected and that the parties accepted and agreed to recommend to their respective principals terms of settlement signed by them on 2nd July, 1957, which, together with a schedule of wage rates, form part of this report as an attachment thereto.

The Board commends both parties on their demonstrated willingness to make concessions and consider compromise. The agreement between them will continue in effect until 31st December, 1959.

All of which is respectfully submitted:

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) ROBERT V. HICKS,
Member.

(Sgd.) KENNETH WOODSWORTH,
Member.

Dated at Toronto, Ontario,
this 4th day of July, 1957

Report of Board in Dispute between

Atomic Energy of Canada Limited

and

Atomic Energy Allied Council

The Board of Conciliation and Investigation, Eric G. Taylor, Esq., Chairman, E. Macaulay Dillon, Esq., QC, Nominee of the Employer, and D. Walkinshaw, Esq., QC, Nominee of the Union, sat for the hearing of this matter in the Chateau Laurier Hotel, Ottawa, Ont., on the 8th and 9th days of July, 1957.

There appeared for the employer Mr. J. L. Gray, Vice-President, Mr. T. W. Morrison, Manager Administration, Mr. G. P. Maxwell, Employee Relations Officer, Mr. S. E. Lipin, Personnel Superintendent, Mr. J. W. Davidson, Superintendent Maintenance and Power Branch, and Mr. J. Daly, General Foreman Work Shops.

There appeared for the union Mr. Carl Garrett, President, Mr. William H. Raby, Secretary, the following International and National Representatives whose Unions form the Atomic Energy Allied Council, Mr. John M. Bruce, Mr. Russell Harvey, Mr. Alex Reith, Mr. F. A. Acton, Mr. Harry Colnett, Mr. J. B. Cochrane, Mr. James B. Mathias, Mr. Thomas Lees and Mr. John Wedge. Also in attendance were 16 officers of the various local unions which comprise the Atomic Energy Allied Council.

This dispute, which involves approximately 1,000 of the 2,100 employees at Chalk River, 750 of whom work regularly on a day shift, arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st April, 1955, which continued in effect until 31st March, 1957. The matters in issue dealt with by the parties in the presence of the Board numbered 30, but at the outset of the proceedings it was disclosed that tentative agreement had been reached between the parties in respect of certain of the issues and that in connection with others an understanding would readily follow provided agreement could be reached on six principal items. All of the matters in issue reflected amendments sought by the union, which were listed as follows:—

1. Whole coverage provided by the employer for Blue Cross, sickness indemnity and surgical plan.

2. Increase in the shift premium to 10 cents and 15 cents. Time-and-one-half for Sunday work.

3. Make formula of cost-of-living clause more specific and workable.

4. Sick leave allowance at the rate of 1½ days per month accumulative.

5. Lead Hands to be paid 10 per cent above the Journeyman's rate. No employee shall be detailed to act as a Lead Hand unless he is paid Lead Hand rate for the job.

6. Limit weekly overtime to 10 hours. Double time to be paid for all overtime worked beyond four hours daily.

7. One additional statutory holiday (Armistice Day).

8. Three weeks' holiday with pay after eight years' employment.

9. 4 per cent vacation pay shall be paid for temporary employment should the employment period not include a paid statutory holiday.

10. Extend coverage of compassionate leave to include mother-in-law, father-in-law, or grand-parents.

11. In the event of emergency call-out travelling time to be paid both ways.

12. Improve union security clause to the status of union shop.

13. All dual appointments to be abolished.

14. Request management-union consultations prior to alteration in plant rules.

15. Notification in writing to an individual giving reasons for failure in an internal competition.

16. Abolish present job evaluations.

17. Flat rate bonus for work performance during a total evacuation.

18. Improved seniority clause with greater emphasis on length of service.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Atomic Energy of Canada Limited, Chalk River, and the Atomic Energy Allied Council.

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, E. Macaulay Dillon, QC, and Donald R. Walkinshaw, QC, both of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.

19. All economic adjustments to be effective from the 1st April, 1957, should negotiations extend beyond that date.

20. Certified Stationary Engineers to be recognized and paid accordingly.

21. Rate bus drivers as heavy equipment drivers with proportionate pay. Request bus driver representation on Accident Committee.

22. A yearly clothing allowance for fire fighters.

23. In the event of jury duty an employee shall be paid the difference between his regular wage and the fee paid for such duty.

24. If a lunch break is not possible in a period of five hours work performance the employees shall be paid a half-hour wage in lieu, plus a half-hour for the lunch period.

25. Failure to receive a 48-hour notice of shift adjustment will entitle the employee to the payment of the overtime rate for all hours worked on the new shift during the entire 40-hour period.

26. The adoption of a severance pay plan on the basis of one week per year accumulative credit up to 10 years.

27. Free tickets for bus transportation to and from Pembroke and Deep River to the plant.

28. Apprentices—Adopt relative features of the Apprenticeship Act with a ratio of one apprentice to three journeymen.

29. General wage increase—30 cents hourly.

30. Term of agreement.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect a settlement of the dispute. The Board is pleased to report that agreement between the parties has been reached and that a new collective agreement will be entered into by them forthwith in compliance with Terms of Settlement as follows:—

MEMORANDUM OF TERMS OF SETTLEMENT

In the presence of a Board of Conciliation and Investigation established to deal with a dispute between:

Atomic Energy of Canada, Limited, Chalk River, Ontario, and Atomic Energy Allied

Council, the representatives of the parties accepted and agreed to recommend to their respective principals for ratification, Terms of Settlement as follows:

1. The former Collective Agreement dated 1st April, 1955, will be renewed and continue in effect until 31st March, 1959, amended to provide for all of the matters agreed upon by the parties as a result of direct negotiations between them prior to and during the proceedings of the Board and amended to the extent necessary by virtue of the following:

2. Effective the first pay-period after 9th July, 1957, settlement pay in the amount of \$40.00 will be paid to all employees who were in the employ of the Employer as of 1st April, 1957, and who are still then employed. And proportionately less settlement pay to employees who entered the employ of the Employer after 1st April, 1957, and who are still then employed.

3. Effective the first pay period after 9th July, 1957, there will be adopted the revised job classification schedule accepted by the parties.

4. Effective the first pay period after 9th July, 1957, there will be a general wage increase in the amount of 5 per centum.

5. Effective 1st October, 1957, there will be a general wage increase in the amount of 3 cents per hour.

6. Effective 1st April, 1958, there will be a general wage increase in the amount of 5 per centum. Effective the same date there will be an increase in the amount of 3 cents per hour for the classification Bus Driver.

The foregoing terms of settlement were signed by representatives of the parties and endorsed by all members of the Board of Conciliation and Investigation at Ottawa on 9th July, 1957.

All of which is respectfully submitted:

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) E. MACAULAY DILLON,
Member.

(Sgd.) DONALD R. WALKINSHAW,
Member.

Dated at Toronto, Ontario,
this 16th day of July, 1957.

Settlements negotiated in the United States in the first half of 1957 granted increases averaging 1 to 3 cents above comparable settlements in the same period last year, according to the AFL-CIO. Preponderantly, the increases in the first half of this year have been 10 cents or more an hour, with about 35 per cent amounting to 13 cents or more and nearly 65 per cent, 10 cents or more.

Report of Board in Dispute between

Canadian Pacific Air Lines Limited, Vancouver and International Association of Machinists

Preamble

The Board was officially brought into being on July 18, 1957, by appointment of the Chairman on that date. On July 23, the Board held its first meeting in Vancouver to take oath of office, to confer with parties and make arrangements for further meetings and hearings. It was discovered that the Canadian Pacific Airlines would not be in a position to make its submissions to the Board until August 13. Arrangements were made to hold the first Board hearing on that date. As this precluded the possibility of the Board reporting its findings and recommendations to the Minister within the 14 days prescribed by Section 35 of the Act, it was agreed, in consultation with the company and the union, to extend the said period until August 30, 1957, to which the Minister, on application, gave his consent.

August 13, 1957

The Board held its first hearing in Vancouver on this date, all members being present.

The following appeared for the Canadian Pacific Air Lines:

R. B. Phillips, Vice President Operations
J. R. Dakin, Director Industrial Relations
G. E. Manning, Assistant Director Industrial Relations

A. E. Hutt, Superintendent Overhaul
J. A. Gray, Director Maintenance and Engineering

and for the International Association of Machinists:

James McMillan, Grand Lodge Representative

A. V. McCormack, Systems General Chairman

A. Blaschuck, Committee Member

D. L. Gors, Committee Member

The Chairman asked if the parties had made any progress towards settling the points at issue since the conciliation officer's report. The answer was in the negative.

The Chairman then asked if the parties desired the recommendations of the Board to be binding pursuant to Section 38 of the Act.

Spokesman for the Canadian Pacific Air Lines replied in the negative, which settled that question for the time being.

The union proceeded with its submission by way of a brief read and marked "Exhibit

No. 1". On completion of this reading, the company submitted and read its brief marked "Exhibit No. 2", along with a copy of the existing collective agreement between the company and the union marked "Exhibit No. 3".

The union asked for a reasonable interval in which to study and prepare a reply to the company's lengthy brief. It was agreed to adjourn and meet again on August 15.

August 15, 1957

The hearings of the Board were continued in Vancouver on this date, all members being present. Mr. McMillan filed with the Board tables of figures "Civil Aviation Preliminary Annual, 1956," marked "Exhibit No. 4".

Mr. McMillan delivered his rebuttal (oral) to the company brief. Mr. Dakin made reply (oral) to Mr. McMillan's rebuttal. Discussion by way of questions and answers ensued.

On adjournment, the Chairman thanked the parties for their submissions and intimated that the parties might subsequently be called, separately or jointly, for further discussion.

Recommendations

1. General Wage Increase

Mechanics, Air Engineers, Sub Foremen, Crew Chief—an increase of 9.4%; all other classifications an increase of 7%; both increases retroactive to May 1, 1957.

2. Shift Differential

Eight hours pay for: First shift, 8 hours work; Second shift, 7½ hours work; Third shift, 7 hours work.

(Continued on page 1222)

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with dispute between the International Association of Machinists, Canadian Airways Lodge No. 764, and Canadian Pacific Air Lines Limited, Vancouver.

The Board was under the chairmanship of Adam Bell, Victoria, B.C., who was appointed by the Minister in the absence of a joint recommendation from the other two members, John Gould and Albert Alsbury, both of Vancouver, nominees of the company and union respectively.

The text of the report is reproduced here.

LABOUR LAW

Legal Decision Affecting Labour

Supreme Court of Canada, upholding with variation the award of damages to Winnipeg milk driver, rules that members of union executive are personally responsible for driver's wrongful expulsion from the union

The Supreme Court of Canada found the members of the executive board of a union personally responsible for the damages caused to a member of the union because an *ultra vires* act of the executive is not binding on the general membership of the union.

On May 13, 1957, the Supreme Court of Canada upheld with variation the decision of the Manitoba Court of Appeal (L.G. 1955, p. 1289) which previously affirmed with variations a judgment of the Manitoba Court of Queen's Bench (L.G. 1953, p. 1810) awarding damages to a member of the Teamster's union for the losses suffered as the result of unlawful expulsion from the union in 1947.

The Court allowed in part the appeal of the union by holding the members of the executive board of Local No. 119 responsible in their individual capacity for the damages awarded to the milk driver Tunney and by denying the concurrent liability of the general membership of Local No. 119 as represented by the said members of the executive board.

The dispute started when the milk driver Tunney was expelled from Local No. 119 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers and consequently lost his employment with a Winnipeg dairy. In September 1953, the plaintiff Tunney brought an action before the Manitoba Court of Queen's Bench against the seven members of the Local's executive board on their own behalf and on behalf of all other members of the local except the plaintiff asking, *inter alia*, for damages to compensate for his unlawful expulsion from the union in 1947 and for an injunction to prevent the union from interfering with his rights as a member. The trial judge held that the purported expulsion of the plaintiff was in bad faith, that the rules of the union constitution had not been observed, that the fundamental principles of justice were disregarded, and granted the injunction sought by the plaintiff and awarded him \$5,000 in

damages. The damages were awarded against the members of the executive board of Local Union No. 119 in their individual capacities and against Local Union 119 as represented by the members of the said board.

The union appealed this decision. In April 1955, the Manitoba Court of Appeal upheld the decision of the trial judge. In dismissing the appeal, the Court varied the form of the order for damages to the effect that the damages of \$5,000 were awarded "against the individual defendants personally and against all other members of Local Union No. 119 (except the plaintiff) to the extent of their interest in the funds of the Local Union".

The judgment of the Manitoba Court of Appeal was appealed by Local 119 and by some members of its executive board to the Supreme Court of Canada. The appeal was from that part of the judgment of the Court of Appeal which declared that the respondent, Tunney, was at all relevant times a member in good standing of Local Union 119; that the action taken by the executive board of the union in suspending the respondent from his rights as a member was null and void; restraining the executive board and the union from enforcing the suspension of the respondent and interfering with the exercise of his rights as a member and awarding judgment for damages in the sum of \$5,000 against the individual appellants and against all other members of Local Union 119 to the extent of their interest in its funds, and granting to the respondent his costs on the terms of the judgment at the trial.

The respondent, Tunney, charged the members of the executive board, and the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

union, as represented by them, with wrongfully purporting to suspend and expel him from membership and with wrongfully causing his employment to be terminated by an employer bound by a union shop agreement.

The appellants contended that Tunney, by the constitution and by-laws of the union to which he subscribed, was bound to exhaust the procedure of appeal to the tribunals of the union, including those of the international organizations with which the local union is affiliated, an appeal which admittedly he did not prosecute, and because of which, under the decision in *White v. Kuzych* (L.G. 1951, p. 1265) the Court action was premature.

Mr. Justice Rand in his reasons for judgment, with which Mr. Justice Cartwright and Mr. Justice Abbott concurred, first dealt with the respondent's charge that by the regulations of the local union the finding of the executive board was subject to confirmation by a general meeting of the union, which it did not receive.

Section 33 of the constitution and by-laws of the local union provides in part that: "The Executive Board shall try all members against whom charges have been preferred, and report the findings at the next regular meeting of the Union". Section 45 states: "All decisions of the Executive Board shall be concurred in at a regular meeting of the union before becoming effective. The accused shall have the right to appeal to the general Executive Board."

The board found Tunney guilty of having made false statements to other members reflecting upon the manner in which the affairs of the union, involving financial matters, had been conducted by the Secretary-Treasurer, and he was "suspended from all rights, benefits and privileges," which language meant expulsion from the union.

Shortly after this decision was announced, and on the written request of a number of members, a meeting of the union was convened for the purpose of considering the charges and "the findings thereon at the trial thereof". Tunney was excluded from the meeting. The session was disorderly and the available evidence would indicate that an approval of the board's action was doubtful. The meeting ended without a vote being taken and the matter was given no further consideration.

Under Section 45 the finding of the board remains conditional until concurred in by a regular meeting of the union. Under Art. 18, s. 20 of the international rules an appeal may be taken from the "decision of the local executive board" to the general Executive Board. In the opinion of Mr.

Justice Rand in the absence of confirmation by a regular meeting of the union there was no decision and the condition of taking or enabling an appeal did not come into existence.

As it had previously been conceded that the initial suspension by the executive board was wholly unauthorized, and as there was no valid decision of the board, Mr. Justice Rand proceeded to consider the question to what relief the respondent was entitled and against whom.

Dealing with the latter question he said that a group of persons is classified as a voluntary association when in the absence of incorporation or other form of legal recognition such a group has no legal capacity to act as a separate entity and in the corporate or other name to acquire rights, incur liabilities, to sue and be sued. Within this class of voluntary associations are business partnerships; professional, fraternal and religious societies; social clubs and labour unions as well.

Organizations of workmen, he continued, to promote primarily economic interests have become of first importance to the individual member in his relations with fellow workmen and employer. In Canada, apart from removing from the unions all taint of illegality as combinations, labour legislation, generally speaking, has been limited to arrangements with employers. So, the Manitoba Labour Relations Act (1954) provides the usual machinery for the certification of unions as bargaining agents, for the conciliation of labour disputes, for the negotiation of labour agreements, and for such matters as unfair labour practices. The ranks of labour, in protection of its interests, are looked upon as marshalled against a compact order of private capital, hence the tendency to demand of members an unquestioning loyalty. By its nature a labour organization lends itself to the domination of strong personalities and the corruption of power. The result is an increasing use of the device of either union or closed shop. With only self-determined disciplinary procedure restraining action by officials, the ordinary member must at times either submit to dictatorial executive action or run the risk of being outlawed from the employable ranks of his trade or labour class.

In the case at bar, a contention was raised, probably for the first time, that union membership had by its characteristics attained the stage of status, and that rights arising from it in the respondent had been infringed. It was on this ground that the judgment of Mr. Justice Trites in the Court of Appeal was based.

Mr. Justice Rand was unable to assent to that contention. In his opinion, "status in its strict sense appears a condition of one or more persons between or toward whom and another or others distinctive legal relations exist to which by the domestic law special rights, duties, capacities and incapacities are annexed". He could not bring the relations of a member with his immediate union within such a condition. In his opinion such relationship is not a matter of status, but rather a matter of contract by which each member commits himself to all other jointly on a foundation of specific terms governing individual and collective action, terms which allow for the change of those within the inter-relationship by withdrawal from, or new entrance into membership. The underlying assumption is that the members are creating a body of which they are members, and it is as members only that they have accepted obligations.

The contractual rights of a member are, then, with all members except himself, otherwise it would be the group as one that contracts; and what ordinarily is complained of as a breach toward a member must in the light of the rules and the agreement to be bound by a majority, be such as at the same time is a violation in respect of all the other members and not of one or more only. Not having contractual capacity, it follows, *a fortiori*, that a union as such cannot incur liability in tort.

The contractual condition of membership carries with it the right to engage in all work for which the union mark is a requisite, and when a union or closed shop agreement is entered into with an employer, such union membership grants to each member the right to continue in that employment free from improper interference by the union or its officers.

An executive board of a union charged with administering a union or closed shop agreement with an employer may commit either an *ultra vires* act (that is one which does not become an act of the membership body) or an act which though *intra vires* brings about a breach of contract through an improper exercise of authority.

Where, as in the case at bar, the executive board members do an act without semblance of authority, as by illegally suspending or expelling a member, and thus depriving him of his job under a union shop agreement, they are individually and personally liable in tort for the intentional infringement or trespass upon his legal right as a union member to continue in his specific employment. Acting as they did *ultra vires*, they were not representing the union, and it could not be said that they were protecting or advancing the interests

of the organization, and in such case, there is no liability upon the general membership.

Consequently Mr. Justice Rand held that the action against individual appellants in tort was well founded; the relief allowable against the union to be limited to the declaration of the respondent's continued membership and the injunction against interfering with him as a member. He also confirmed the amount of damages (\$5,000) granted to Tunney and modified the judgment of the court below by restricting the liability for damages to the individual members of the executive board in their personal capacities.

Mr. Justice Locke in his reasons for judgment, with which Mr. Justice Nolan concurred, stressed that the action of the individual appellants who have been found to have acted in concert in notifying Tunney's employer, first, that he had been suspended, and secondly, that he was no longer a member of the union, were wrongful acts. Both these statements were false and caused immediate damage to the respondent. He at once lost his employment and was unable to obtain work from any of the other dairy companies in Winnipeg who were parties to the collective agreement. Also the respondent was deprived of all the other benefits and advantages to which membership of the union entitled him. The false statements made by two members of the executive board led to Tunney's dismissal and malice had in the actions of the executive board been expressly found.

Since it had been found that the actions of the executive board were *ultra vires* and were done maliciously with intent to injure the respondent, in Mr. Justice Locke's opinion the judgment against them in their representative capacity as representing all the other members of the union could not be sustained.

The individual appellants had no authority from their fellow members to act in the manner complained of, either by the constitution of the union or by any course of conduct of the other members. As the evidence shows, very considerable numbers of the members protested vigorously against what had been done and disapproved of the actions of the Executive Board. The directors of a limited company cannot impose liability upon it by entering into transaction on its behalf which are beyond its corporate powers and I think, upon the same principle, the members of this union are not, even to the extent of their interest in the funds of the union, liable for acts done wholly beyond those powers entrusted to the individual appellants.

In conclusion Mr. Justice Locke agreed that the judgment of the Court of Appeal should be varied in the manner directed by Mr. Justice Rand. *Orchard et al v. Tunney* (1957) 8 DLR 273.

Recent Regulations under Provincial Legislation

New Brunswick revises female minimum wage rates. Saskatchewan issues apprenticeship regulations for radio and television electronics trade

The two new female minimum wage orders which went into force in New Brunswick on September 1 set a minimum of 45 cents an hour for women in hotels and restaurants and a minimum of 50 cents for women in practically all other types of employment.

The regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act for the newly designated radio and television electronics trade provide that an applicant for a certificate of journeyman's status must have at least 8,000 hours' experience in the trade.

Alberta Factories Act

Alberta has adopted two new codes of the Canadian Standards Association, Code Number C92. 1-1956, Canadian Standard Practice for Industrial Lighting, and Code Number Z142-1957 for the Guarding of Punch Presses at Point of Operation, as regulations under the Factories Act. The order approving the adoption was gazetted on August 31 as Regulation 44/57.

New Brunswick Minimum Wage Act

In New Brunswick, the two female minimum wage orders have been revised to establish an hourly minimum of 45 cents for women in hotels and restaurants and a minimum of 50 cents for female employees in factories, shops, offices and other workplaces, effective September 1. Both rates apply to a 48-hour week.

The only male minimum wage order in effect in the province was revised last year to bring the rate for men employed in the canning or processing of fish, vegetables and fruits up to 65 cents an hour (L.G., Oct. 1956, p. 1292).

Hotels and Restaurants

The new rate of 45 cents an hour, which represents an increase of 7 cents over the former minimum, applies to women working in tourist cabins, tourist homes, inns and other places of public accommodation where meals or lodging may be obtained, as well as to persons in hotels and restaurants. The same is true of the overtime rate, which has been increased from 57 cents to 68 cents an hour.

There has been no change with respect to the maximum weekly deductions for board or lodging, the order again providing that \$8 may be charged for board and lodging, \$6 for board only and \$2 for lodging only. The charge for a single meal remains 30 cents.

General Order for Women

The 50-cent rate set by the revised general order applies to all women workers except those employed in hospitals, nursing homes, religious, charitable or educational institutions, women employed in an official or confidential capacity, persons employed by or under the Crown, domestic servants, agricultural workers, apprentices registered under the Apprenticeship Act and employees covered by the hotel and restaurant order summarized above.

Employees covered by the general order are now entitled to 75 cents an hour instead of 60 cents for every hour worked in excess of 48 in the week.

Nova Scotia Women's Minimum Wage Act

The beauty parlour order under the Nova Scotia Women's Minimum Wage Act was amended to make the provision requiring the payment of time and one-half the regular rate after 48 hours in a week, or after the regular weekly hours if less, apply to women employees whose normal rate is above the minimum rate. Previously, the overtime provision applied only to employees who were paid the minimum rate specified in the order.

A similar amendment was made to the general order earlier this year (L.G., Feb., p. 209) and the two amendments have the effect of imposing a 48-hour limit on the hours worked by employees covered by these orders at straight time rates.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

In Saskatchewan, the radio and television electronics trade was recently added to the list of trades under the Apprenticeship and Tradesmen's Qualification Act. The first special regulations to be issued for the newly designated trade were approved by O.C. 1383/57 and gazetted on August 16.

As a result, persons engaged in this trade will not only be subject to the new

trade rules but will also come under the general regulations authorized by 2120/53 (L.G. 1953, p. 1816). Among other provisions, these regulations require every employer who employs tradesmen to register annually with the Apprenticeship and Tradesmen's Qualification Branch of the Department of Labour, whether or not he himself is engaged in the trade. Every tradesman and apprentice must hold a certificate of status showing his qualifications in the radio and television electronics trade.

In the new regulations, the radio and television electronics trade is defined as "the repairing, adjusting and servicing of radio, television and two-way radio equipment, closed circuit television monitors, inter-communication sets and amplifiers, domestic record players and recording equipment".

As an alternative to entering into an apprenticeship contract with an employer, a person in any establishment who regularly engages in the work of the radio and television electronics trade may enter into a contract of apprenticeship with the Director of Apprenticeship. This is also the practice in the motor vehicle repair, carpentry, plumbing and electrical trades.

To qualify for a certificate of journeyman's status in the radio and television electronics trade, an applicant must have had at least 8,000 hours' experience in the trade, including time credits for appropriate trade training, which is also the minimum experience required under the British Columbia regulations pertaining to the radio, television and electronics trades (L.G., Oct. 1956, p. 1290).

The number of apprentices in any establishment may not exceed the number of journeymen except that, where no journeymen are employed, the employer may engage one apprentice. As is the case with the other designated trades, a journeyman employer who regularly works at the trade will be deemed to be a journeyman. A provincial ratio is also imposed, the regulations providing that the number of registered apprentices in the radio and television electronics trade may not exceed the total number of journeymen engaged in the trade in the province.

Saskatchewan Power Commission Act

On the recommendation of the Saskatchewan Power Commission, the Lieutenant Governor in Council has by O.C. 1563/57, gazetted on August 16, adopted as rules and regulations under the Power Commission Act the American Standard Code for Gas Transmission and Distribution Piping Systems (ASA B31.1.8-1955), which is contained in Section 8 of the American Standard Code for Pressure Piping (ASA B31.1-1955).

The Code sets out rules with respect to the design, fabrication, installation, inspection, testing, and the safe operation and maintenance of gas transmission and distribution systems, including gas pipelines, compressor stations, metering and regulating stations, gas mains and gas services up to the outlet of the customer's meter set assembly. It also deals with gas storage equipment of the closed pipe type, gas storage lines and the conditions of use of the elements of the piping systems described above.

N.Y. Workers Ruled Ineligible for Jobless Benefits While on Vacation

In a test case involving the right of workers to receive unemployment insurance benefit while on paid vacation, New York State recently ruled against the union concerned. The decision by the state's referee, however, does not conflict with the ruling made last January by the New York State Unemployment Insurance Appeals Board, which allowed the right of workers to collect benefits for a period of paid vacation (L.G., Aug., p. 939).

The previous ruling at the time it was made was interpreted to mean that if the plant was closed with union consent, or according to collective agreements, claims would not be allowed. In the recent case, the Textile Workers of America was found

to have consented in its contract to the closing of the plant for an annual vacation.

The referee pointed out that if the union had not consented to the shutdown the claimants, comprising more than 1,900 employees of the Amsterdam division of Greenville Mills, Inc., would have been entitled to benefits; and he thus left the door open for payment of such claims in other circumstances.

Dr. Isador Lubin, State Industrial Commissioner, says that he will seek legislation next year to outlaw benefits on paid vacations but allow them on unpaid vacations. Such a provision was included in a bill vetoed this year by Governor Harriman because of other features.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit, of claimants on "live" file and of new beneficiaries in July higher than month and year earlier, statistics* show; but average weekly number of beneficiaries lower than June

The number of initial and renewal claims for unemployment insurance benefit in July was 114,107, an increase of more than 30 per cent over the June figure of 86,419 and 55 per cent higher than the 73,547 claims recorded during July 1956.

The number of claimants having an unemployment register in the "live file" on the last working day of July (205,779, of which 138,938 were males and 66,841 were females) was virtually unchanged from June, when it was 204,516 (140,265 males and 64,251 females). Compared with one year ago, however, this month's figure represents an increase of close to 50 per cent, the count at July 31, 1956, being 138,467 (82,239 males and 56,228 females). As a proportion of the insured population, the count of claimants on July 31 constitutes 5.3 per cent this year as against 3.7 per cent last year.

Examination of the distribution of the claimants in the various duration categories shows a decline from the previous month in the proportion of those on the register more than one month. At the end of June, 62 per cent of the claimants were registered for a period of five weeks or more, but at the end of July this proportion had declined to 55 per cent, being more pronounced in the case of the males (from 62 per cent to 52 per cent) than of females (63 per cent to 60 per cent). The distribution for July 31, 1956, is similar to that shown for the current month.

As of July 31, 1957, males constitute close to 70 per cent of the total claimants, i.e., practically unchanged from June but substantially higher than in July 1956, when the proportion was below 60 per cent.

Initial and renewal claims adjudicated during July totalled 108,349. Of these,

85,678 or 80 per cent were considered "entitled to benefit". While an almost equal number of initial and renewal claims were considered entitled to benefit, only 68 per cent of the initial as against 90 per cent of the renewal were in this category. This is mainly due to a basic difference in the two types of claims, the initial being the instrument for establishing the benefit period. Of the 19,193 initial claims categorized "not entitled", 11,420 or 60 per cent were cases in which the benefit period was not established. Disqualifications arising from initial, renewal and revised claims numbered 18,500, the chief reasons being: "voluntarily left employment without just cause" 6,347 cases; "not capable of and not available for work" 4,585 cases and "refused offer of work and neglected opportunity to work" 1,810 cases.

New beneficiaries totalled 71,453 during July, an increase of 10 per cent over the 64,546 for June and 90 per cent higher than the 37,544 persons who commenced benefit during July 1956.

The number of weeks and amount of benefit paid, as well as the estimated number of beneficiaries, declined in July from June. A substantial increase occurred, however, in all these categories over the same month last year, the number of weeks and amount of benefit increasing by 60 per cent and 75 per cent respectively, and the estimate of beneficiaries being 50 per cent higher. Benefit payments amounted to \$13,799,832 in respect of 685,884 weeks

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-4 at back of book.

for July, \$14,356,036 and 709,167 weeks for June and \$7,927,559 and 436,797 weeks for July 1956.

The decline in the amount of benefit paid in July over June was associated with the reduction in duration on the register, especially for the males. The substantial increase over last year is due to an increase of claimants, particularly in the proportion of males, who characteristically draw at higher rates than females. Also the effect of the generally higher benefit rates introduced in October 1955 is more pronounced this year than last. In many cases, payments made last year were on benefit periods established under the 1940 Act, when the benefit rates were considerably lower.

The average weekly rate of benefits paid was \$20.12 for July, \$20.24 for June and \$18.15 for July 1956.

The average weekly rate of benefit paid beneficiaries was estimated at 155,800 for July, 177,300 for June and 104,000 for July 1956.

In order to facilitate comparison with claims data, beginning with this report, *preliminary* estimates of the insured population are shown for the month under review, whereas formerly *final* estimates were for the previous month. This preliminary estimate is prepared on the basis of the percentage change in the "non-agricultural paid workers" segment of the labour force. It is subject to revision when the employment index for this date becomes available; a comparison of estimates for previous months based on the two methods indicates that the adjustment is not likely to be significant.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards have been issued to 4,298,543 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At July 31, employers registered numbered 294,634, an increase of 1,129 since June 30.

Enforcement Statistics

During July 1957 there were 4,942 investigations conducted by enforcement officers across Canada. Of these, 3,738 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 97 were miscellaneous investigations. The remaining 1,107 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 127 cases, 61 against employers and 66 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 662.*

Unemployment Insurance Fund

Revenue received in July totalled \$23,-070,810.31 compared with \$20,240,554.22 in June and \$20,721,560.42 in July 1956. Benefit payments in July amounted to \$13,776,646.25 compared with \$14,330,727.76 in June and \$7,906,932.01 in July 1956. The balance in the fund on July 31 was \$862,023,425.84; on June 30 there was a balance of \$852,729,-261.78 and on July 31, 1956, of \$864,671,-166.80.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1385, August 14, 1957

Summary of the Facts: The three claimants interested in this appeal had been in the employ of (Company A) for a few days when they lost their employment on September 24, 1956, because of a strike at the company's premises. Previously, they had been employed with (Company B) for a number of years in their respective trades.

They filed an application for benefit and were disqualified by the insurance officer on the grounds that they had lost

their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which they were employed, within the meaning of section 63 of the Act.

The claimants appealed to a board of referees, contending that since they were still on the seniority rolls of (Company B) and they had taken only temporary and casual work with (Company A) they had

*These do not necessarily relate to the investigations conducted during this period.

no interest whatsoever in the dispute and the provisions of section 63 did not apply to their case.

After having heard the representations of officials of the (interested union) at a hearing on November 5, 1956, the board of referees unanimously dismissed the appeal on the grounds that, while it might be true that the claimants commenced work in classifications different to those under which they operated with their previous employer, they had to be considered as belonging to a grade or class of workers that immediately before the commencement of the stoppage included members who were employed at the premises at which the stoppage had taken place and were participating in, financing or directly interested in the dispute. The board noted that the evidence given at the hearing showed that the three claimants had become re-employed by (Company A) at various dates following the resumption of work at the plant.

(The interested union) appealed to the Umpire. On behalf of the union, (the union representative) requested a hearing before the Umpire, which was held on July 3, 1957, and which he attended. The Unemployment Insurance Commission was represented.

Conclusions: The facts clearly indicate that the claimants lost their employment with (Company A) on account of a stoppage of work attributable to a labour dispute. They also clearly show that aside from any consideration of "grade" and "class" the claimants themselves were parties to the dispute inasmuch as it related to the terms and conditions of their employment. Indeed, when they returned to work for (Company A) at the conclusion of the stoppage of work, they received an increase in wages. This comes squarely within the concept of the term "directly interested in" a labour dispute as interpreted by the Umpire in many decisions.

(The union representative) argued at the hearing that the temporary and casual nature of the claimants' employment with (Company A), exemplified by their return to the employ of (Company B) in January 1957, precluded a disqualification under section 63 of the Act. In support of his contention he referred to Decision CUB-531.

CUB-531 deals with the case of a claimant who, upon losing his temporary employment as a seaman as a consequence of a labour dispute, registered for work in his regular trade as a pressman emphatically stating that he had left "navigation" for good and had no intention whatsoever of returning to sea at the conclusion of the

stoppage of work. This case, which, as indicated by the Umpire, was one of exception, cannot aptly serve as a precedent for the case at hand. The presumption that after the temporary interruption caused by the labour dispute, the appellants would resume their temporary employment and would then stand to lose or gain as a result of the dispute is fully borne out by their return to work for (Company A) at the conclusion of the stoppage of work in October with benefits derived from the settlement of the dispute.

For these reasons the decision of the board of referees is affirmed and the appeal is dismissed.

Decision CUB-1386, August 14, 1957

Summary of the Facts: The claimant and those associated with him in this appeal, who are members of (Union A) and who were employed as weavers by, lost their employment on August 23, 1956.

According to the submissions, the company and (Union B) had a bargaining agreement which expired in January 1956 but was automatically extended during the period of conciliation proceedings. As time progressed and no settlement could be reached on the matters in dispute, (Union B) held a meeting on the night of August 22, 1956, and decided to take immediate strike action. At 7:30 a.m. on August 23, 1956, about 215 workers, all members of (Union B), went on strike and set up picket lines around the plant. Remaining at work were approximately 102 non-striking members of (Union A), the other union in the plant. However, these 102 workers stayed at work for part of the morning of August 23 and at 1:00 p.m. the same day congregated outside the plant to hold a meeting with their union representative. They did not return to work nor made any attempt to cross the picket lines.

The claimants filed an application for benefit and the insurance officer disqualified them for the duration of the stoppage of work because, in his opinion, they had lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed (Section 63 of the Act).

The claimants appealed to a board of referees, which, after having heard them, their representative and an official of the company on October 24, 1956, unanimously reversed the decision of the insurance officer. In reaching its decision the board pointed out that examination of the claimants and statements made by their representative showed convincing evidence

that the threat of violence on the picket lines was real; that as the members of the claimants' union were not on friendly terms with the striking union they had real cause to be apprehensive that if they tried to cross the picket lines serious injury would follow. The board was also of the opinion that the claimants were not willing parties to the labour dispute.

The Director of Unemployment Insurance appealed to the Umpire, contending that the evidence before the board did not support the finding that the "threat of violence was real" but rather indicated "that the (Union A) members' failure to cross the picket line was a tactical move in the jurisdictional dispute between the two unions".

(Union A) requested an oral hearing before the Umpire, which was held April 11, 1957. Both that union and the Unemployment Insurance Commission were represented at the hearing.

On behalf of the claimants and their union, their lawyers, on June 5, 1957, submitted affidavits of five employees of the company as to the possibility of violence had members of (Union A) crossed the picket lines.

Conclusions: The question of whether the refusal to cross a picket line amounts to a voluntary withdrawal of labour by the individuals so refusing to cross it is entirely one of fact.

The board of referees, after having had the opportunity of hearing not only officials of the interested union but also the personnel manager of the company, unanimously found that "a very nasty and potentially dangerous situation" existed at the plant.

I have carefully read the transcript of the evidence taken before the board and I am not prepared to say that it does not support that finding.

It is true that the employer's representative testified only to the trouble which had taken place on two occasions when individuals tried to "buck straight through the line" but, in my opinion, such incidents in addition to the existence of a jurisdictional dispute between the two unions justify the conclusion that an attempt by the claimants to cross the picket line was very likely to provoke violence, disturb the peace and result in possible bodily harm.

Under the circumstances, I cannot uphold the appellant's contention that the claimants' refusal to cross the picket line amounted to a voluntary withdrawal of labour and thus to a participation in the dispute.

Counsel for the appellant submitted at the hearing that the claimants had failed to prove that they were in a different class of workers from the strikers, as required by paragraph (b) of subsection (2) of section 63.

This question was not taken on appeal and even if it had, I could not aptly deal with it because of lack of sufficient information. Where a board of referees fails to consider an important aspect of a case, the correct procedure is for the insurance officer to refer it back to the board, which is in a better position than the Umpire to gather the relevant facts.

The appeal is dismissed.

Report of Board

(Continued from page 1213)

3. *Building Mechanics—Rate and Classifications*

No change except as brought about by "1" above.

4. *Article 30, Subsection 3 of Present Agreement*

No change.

General Comments

Assigned Rest Days

The Board is confident that the parties will reach a satisfactory resolution of this issue in the spirit of give-and-take which was evident in the discussion before us.

History of Collective Bargaining

The Board notes with regret that neither party has effectively tried to comply with the spirit of Sections 13 and 15 of the "Industrial Relations and Disputes Investigation Act".

All of which is respectfully submitted.

(Sgd.) ADAM BELL,
Chairman.

(Sgd.) JOHN GROVES GOULD,
Member.

(Sgd.) A. T. ALSBURY,
Member.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 203 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 167 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (July report)	130	\$824,786.00
Defence Production (August report)	118	788,388.00
Post Office	13	90,867.65
R.C.M.P.	1	2,352.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

Wage Claims Received and Payments Made during August

During August the sum of \$1,347.10 was collected from six contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 44 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Radville Sask: Larsen's General Contractors, construction of Larsen Dam.

Central Mortgage and Housing Corporation

Chatham N B: M F Schurman Co Ltd, construction of sewage treatment plant, St Margaret's; Sterling Electric, *construction of fire alarm system. *Fredericton N B:* Kilburn Equipment Ltd, exterior painting of housing units, Maryland Heights. *Nitro Que:* Charney Bros Inc, exterior painting of houses. *St Hubert Que:* Town & Country Nurseries, site improvement & planting. *Valcartier Que:* Service Paysagiste National Ltd, site improvement & planting. *Guelph Ont:* Marshall Bros, *installation of field tile drainage; Cosmo Carere Construction Ltd, *grading & drainage of lots 48 to 76; Jannes Hartsema, *exterior painting of houses. *Hespeler Ont:* Len Owen, *repairs to basements. *Sarnia Ont:* ICB Price, *repairs to basement floors & walls, Project No 8/48. *Toronto Ont:* Ruscica Bros, construction of roads, parking areas, sewers, etc, Lawrence Heights. *Waterloo Ont:* Len Owen, *repairs to basements. *Wingham Ont:* Len Owen, *repairs to basements. *Weyburn Sask:* Home Development Co Ltd, construction of housing units. *Comox B C:* Holland Landscapers Ltd, site improvement & planting. *Courtenay B C:* Hager & Ryvers Ltd, *exterior painting.

Department of Citizenship and Immigration

Pierreville Indian Agency Que: Lachapelle & Bibeau Ltd, construction of road, St Francois du Lac. *Seven Islands Indian Agency Que:* Desrosiers & Freres Enrg, construction of residence. *Christian Island Indian Agency Ont:* Fred Laurin, construction of day school & teacher's quarters. *Kenora Indian Agency Ont:* Paul G Wallin, renovations to sewage disposal system & construction of access road, St Mary's IRS; Lindstrom & Neilson Ltd, renovations to water supply system & addition to pump house, Cecilia Jeffrey IRS. *Manitoulin Island Indian Agency Ont:* Ferguson Construction Co, construction of teacher's residence, South Bay. *Norway House Indian Agency Man:* Emery Bros, construction of Saggitawack day school & teacher's quarters; G F Thompson, construction of Nickaway day school & teacher's quarters; G F Thompson, construction of residence, Norway House IRS. *The Pas Indian Agency Man:* Calvert Construction Co Ltd, construction of residence, Lynn Lake. *Blackfoot Indian Agency Alta:* Goodrich & Trieber, construction of teacher's residence, Old Sun IRS. *Saddle Lake Indian Agency Alta:* Romeo Genereux, construction of Frog Lake day school & teacher's quarters; Genereux Building Supplies Ltd, construction of day school & teacher's quarters. *Kamloops Indian Agency B C:* Taylor & Son Ltd, construction of day school, Kamloops IRS.

Kwawkwalth Indian Agency B C: McGinnis Bros, construction of residences, Alert Bay IRS. *West Coast Indian Agency B C*: Gordon Latham Ltd, installation of heating equipment, Alberni IRS. *Williams Lake Indian Agency B C*: Hilmar Wolf Construction, construction of residence, Cariboo IRS. *Yukon Indian Agency Y T*: Dawson & Hall Ltd, construction of residences, Lower Post IRS.

Defence Construction (1951) Limited

Bedford Basin N S: Standard Paving Maritime Ltd, asphalt paving of roads, etc, RCN Magazine. *Rockcliffe Ont*: Dibblee Construction Co Ltd, construction of roads, walks & storm sewer for barrack block, RCAF Station. *Camp Shilo Man*: Claydon Co Ltd, extension to underground steam distribution system to school No 2. *Churchill Man*: Dominion Steel & Coal Corp Ltd, erection of security fencing, RCAF Station. *Edmonton Alta*: Mannix-O'Sullivan Paving Co Ltd, paving at Griesbach Barracks. *Dawson Creek to Fort St John B C*: Poole Engineering Co Ltd, paving of Alcan Highway. *Victoria B C*: Farmer Construction Ltd, alteration to bldg 24, Canadian Service College, Royal Roads.

Building and Maintenance

Montreal Que: Geocon Ltd, repairs to water tube boiler, No 25 COD, Notre Dame St East. *Rockcliffe Ont*: J Gascoigne Ltd, reroofing of hangar No 54 & leantos, RCAF Station. *Trenton Ont*: McNeilly-Bavington Ltd, exterior painting of PMQs, RCAF Station.

Department of Defence Production

(July Report)

Corner Brook Nfld: Locke's Electrical Ltd, rewiring & relighting of armouries. *Grand Falls Nfld*: Locke's Electrical Ltd, rewiring & relighting of armouries. *St John's Nfld*: Clem Tremblett, interior painting of bldg No 4, Kenna's Hill, Buckmaster's Field. *Aldershot N S*: M L Foster, exterior painting of bldgs, Military Camp; Standard Paving Maritime Ltd, seal coating of roads in camp. *Dartmouth N S*: Mack's Construction Ltd, extension to inflammable stores bldg No 11, RCN Armament Depot; Western Plumbing & Heating Co Ltd, connecting of heating system to central heating plant, RCN Air Station. *Shearwater N S*: Fundy Construction Co Ltd, repairs to door, hangar No 109, RCN Air Station. *Sydney N S*: Dominion Steel & Coal Corp Ltd, erection of fence, RCAF Station. *Truro N S*: Hub Electric Co, rewiring & relighting of armouries & drill hall. *Camp Gagetown N B*: Fredericton Propane Gas Co Ltd, maintenance & repairs to propane gas equipment. *Chatham N B*: Byron H MacDonald, interior painting of PMQ's, RCAF Station. *St Margaret's N B*: William J Kerr, clearing & grubbing of areas, RCAF Station. *Montreal Que*: Richard & B A Ryan Ltd, exterior painting of bldgs, No 25 COD, Longue Pointe; All Weather Aluminum Industries Ltd, installation of aluminum storm windows, DND areas, No 25 COD, Longue Pointe; Atlas Tile Flooring Co, installation of flooring & coverings in armouries. *St Hubert Que*: W Collin Reg'd, interior painting of PMQs, RCAF Station; Edgar Milot Inc, repainting of runway markings, RCAF Station. *Ste Therese Que*: G M Gest Ltd, replacement of power line posts at Bouchard Military Camp. *Clinton Ont*: D A Kay & Son, interior painting of barrack blocks, RCAF Station; Len J McCarthy, exterior painting of bldgs, RCAF Station. *Downsview Ont*: H H Sutton, landscaping of areas, No 1 Supply Depot, RCAF Station. *Lakeview Ont*: Taylor Bros, installation of refrigerated dry storage battery room, No 15 ROD. *North Bay Ont*: Willard & Bluj, interior painting of PMQs, RCAF Station. *Ottawa Ont*: J R Douglas Ltd, reroofing of Kildare Annex; Rene Goulet Construction Co Ltd, repairs to foundation & verandah floor, Connaught Rifle Range; National Roofing, reroofing of bldg No 7, Victoria Island. *Toronto Ont*: Lord & Burnham Co Ltd, painting & reglazing of greenhouse, RCAF Staff College. *Trenton Ont*: Walter F McCormack, laying out & painting of runway markings, RCAF Station. *Uplands Ont*: A Geo Linke, interior painting of PMQs, RCAF Station; Presley Painting & Decorating Co Ltd, interior painting of bldgs, RCAF Station. *Gimli Man*: Carlson Decorating Co, exterior painting of steelox PMQs, RCAF Station; Fonseca Roofing & Sheet Metal Co, repairs to roofs, RCAF Station; Maple Leaf Construction Ltd, repairs to access road, RCAF Station; Vulcan Iron & Engineering Ltd, repairs to stokers in boiler room, RCAF Station. *Shilo Man*: Barr's Transfer, loading, hauling & spreading gravel on South Range Road, Military Camp; Western Asbestos Co Ltd, installation of floor covering in bldgs; Lawn Services, cutting of grass in camp & residential areas, Military Camp. *Winnipeg Man*: Commercial Building Maintenance Co, window maintenance service for 1957-58, Fort Osborne Barracks; J Roberts Plastering, plastering & painting interior of central heating plant, RCAF

Station. *Estevan Sask*: Waterman-Waterbury Mfg Co Ltd, installation of boiler, stoker & equipment in drill hall, airport. *Moose Jaw Sask*: Waterman-Waterbury Mfg Co Ltd, installation of underground steam distribution system, RCAF Station; Moose Jaw Heating & Plumbing Co Ltd, installation of roofs & flashings at armouries. *Regina Sask*: A Larsen, repairs to & waterproofing, etc, of exterior brickwork & copings of bldg No 2, Area Ordnance Depot. *Saskatoon Sask*: Ches Foulds, raising & renovation of bldg No 28, RCAF Station; Eddie Petit Landscaping, application of fertilizer & top soil, RCAF Station. *Namoo Alta*: Telford Construction Ltd, replacement of hydrants, etc, RCAF Station, Lancaster Park. *Penhold Alta*: Cor Van Der Hoek, interior painting of hangar No 3, RCAF Station. *Camp Chilliwack B C*: Columbia Bitulithic Ltd, spreading of crushed rock & asphalt primer on various roads. *Esquimalt B C*: Old Country Decorators Ltd, exterior painting of residences, Belmont Park. *Prince Rupert B C*: Sinclair & Kells, exterior painting of bldg, HMCS *Chatham*. *Sea Island B C*: Adanac Home Improvements Ltd, residing of bldgs, RCAF Station. *Vancouver B C*: Kingsway Garden Shop Ltd, cutting & removal of grass from lawns, Jericho area. *Victoria B C*: City Construction Co Ltd, resurfacing of road, Work Point Barracks.

National Harbours Board

Quebec Que: Simon Handling Engineers Ltd, installation of pneumatic clean-up equipment for marine towers. *Montreal Que*: E G M Cape & Co (1956) Ltd, improvements to grain elevator conveyors, etc, near Elevator No 3; Simon Handling Engineers Ltd, installation of pneumatic clean-up equipment for marine towers at elevator B-1 & Tarte Pier; Canit Construction Ltd, construction of wharf at sections 62 to 65 & construction of wharf extension at sections 53 to 55; Louis Corbeil Inc, construction of garage at Jacques Cartier Barracks. *Vancouver B C*: Northern Construction Co & J W Stewart Ltd, construction of Princess Ave Pier.

National Research Council

Ottawa Ont: Malloff Ltd, construction of extension to cafeteria bldg M-21, Montreal Road Laboratories.

Department of National Revenue

Forest City N B: Wilkins & Greenlaw, construction of customs-excise residence bldg. *Windygates Man*: Gordon L Holmes, construction of customs-excise residence bldg. *Pleasant Camp B C*: Whitehorse Construction & Yukon Construction Ltd, construction of pump & power station.

Department of Public Works

St John's Nfld: Canadian National Railways Drydock, *repairs to Dredge PWD No 400; E F Barnes, *repairs to Dredge PWD No 400. *Terra Nova National Park Nfld*: Concrete Products (Nfld) Ltd, grading on Trans-Canada Highway from Big Brook to Charlottetown; Concrete Products (Nfld) Ltd, clearing from Charlottetown access road to park boundary. *Charles Cove N S*: Continental Construction Ltd, breakwater reconstruction. *Inverness N S*: M C Campbell Construction Co Ltd, repairs to piers. *Weymouth North N S*: Stanley Reid, wharf extension. *Bathurst N B*: The Ellis-Don Ltd, construction of federal bldg. *Cape Bald N B*: J W & J Anderson Ltd, harbour improvements. *Newcastle N B*: Kenney Construction Co Ltd, construction of federal bldg. *Union Mills N B*: Edwin S Green, construction of customs & immigration office bldg. *Anse a Valleeu Que*: Eloie Boulay, construction of landing extension. *Anse au Griffon Que*: Emile Cloutier, construction of landing extension. *Beloeil Station Que*: Tracy Construction Inc, reconstruction of guide piers & ice breakers. *Cap Chat Que*: Les Entreprises Gaspé Inc, construction of protection wall. *Clarke City Que*: Alphonse Montminy, *wharf repairs & dredging. *Sandy Beach Que*: Marcel Cuvier & J E Keays, construction of marine hauling slip. *Grande Vallee Que*: Bert Dimock, *dredging. *Les Boules Que*: Les Entreprises Gaspé Inc, construction of protection wall. *Premier Etang Que*: La Cie de Construction Arseneau, construction of breakwater extension. *Richmond Que*: Vincent Freres Ltd, construction of federal bldg. *St Gabriel de Brandon Que*: Emilien Lafortune, addition & modifications to federal bldg. *St Joseph de Beauce Que*: J P A Normand Inc, construction of federal bldg. *Sorel Que*: Sorel Mill & Builders Supply Ltd, improvements to terminal wharf No 1. *Amherstburg Ont*: McQueen Marine Ltd, *dredging. *Belleville Ont*: M Sullivan & Son Ltd, construction of diesel power plant, machine shop, Agricultural Science Service Laboratory. *Cobourg Ont*: James Kemp Construction Ltd, construction of federal bldg. *Goderich Ont*: Ontario Marine & Dredging Ltd, *dredging. *Grand Bend*

Ont: Dean Construction Co, *dredging. *Haliburton Ont*: Joseph Taylor, construction of federal bldg. *Hamilton Ont*: J P Porter Co Ltd, *dredging. *Hawkestone Ont*: Simcoe Dock & Dredging Co, *removal of submerged remains of wharf. *Port Stanley Ont*: Ruliff Grass Construction Co Ltd, harbour repairs & improvements. *Rondeau (Erieau) Ont*: Detroit River Construction Ltd, *dredging harbour entrance. *Walpole Island Ont*: Birmingham Construction Ltd, shore protection. *Banff National Park Alta*: New West Construction Co Ltd, construction of Bow River Bridge & CPR Overpass, mile 43.3 & mile 43.5, Trans-Canada Highway; Burns & Dutton Concrete & Construction Ltd, construction of CPR overpasses, mile 48.6 & mile 50.6, Trans-Canada Highway; Burns & Dutton Concrete & Construction Ltd, grade separation at junction TCH & Banff-Jasper Highway. *Glacier National Park B C*: Mannix Ltd, clearing & grubbing mile 1 to mile 13. *Kootenay National Park B C*: Assiniboia Construction Co Ltd, grading, culverts, base course & prime coat, mile 25 to mile 32, Banff-Windermere Highway; Premier Construction Co Ltd, grading, culverts, base course & prime coat, mile 18 to mile 25, Banff-Windermere Highway; Concrete Constructors Ltd, widening of Haffer, Wardle & Kootenay bridges, Banff-Windermere Highway. *Madeira Park B C*: Horie & Tynan Construction Ltd, construction of float. *Fort Simpson N W T*: H Kelly Co Ltd, installation of plumbing facilities, Indian day school & residence. *Fort Smith N W T*: Yukon Construction Co Ltd, construction of bldgs. *Whitehorse to Mayo Highway Y T*: Poole Construction Co Ltd, construction of Crooked Creek Bridge.

Department of Transport

Tides Cove Point Nfld: S J Clark, construction of dwellings, fog alarm bldg & demolition of bldgs. *Summerside P E I*: Lynk Electric Ltd, installation of airport lighting facilities. *Fredericton N B*: Weyman Construction Co Ltd, construction of instrument landing facilities & related work. *Moncton N B*: Diamond Construction (1955) Ltd, additional development at airport. *Ancienne Lorette Que*: Emile Frenette Ltd, construction of instrument landing facilities at Quebec Airport. *Kapuskasing Ont*: Besner Bros Construction, additional development at aerodrome. *Ottawa Ont*: Navais Construction Ltd, construction of raytheon AASR site, Uplands Airport. *Point Peter Ont*: Hugh Murray Ltd, construction of marine radio beacon bldg. *Churchill Man*: Wirtanen Electric, installation of power service to new transmitter site. *Yorkton Sask*: Logan & Black Ltd, construction of dwelling. *Trial Island B C*: M P Paine Co, construction of dwelling.

Queen's University Publishes Study of SUB Plans in Canada

"The characteristic of supplemental unemployment benefit plans which makes them palatable and acceptable to many employers is the *specific limitation* on the employer's liability," say the authors of a new booklet, *Private Unemployment Benefit Plans in Canadian Industry*, published by the Department of Industrial Relations of Queen's University. The authors are James C. Cameron, Professor of Industrial Relations, and F. J. L. Young, Lecturer in Industrial Relations, at the University.

"Few union demands have aroused so much comment as the original demand for an outright annual wage guarantee," the authors say. "Almost immediately there was general agreement among employers that the original concept was impractical and that few companies were in a position to guarantee a year's pay to all employees. Adoption of supplemental unemployment benefit plans rather than guaranteed annual wage plans by Ford and General Motors undoubtedly did much to relieve the

anxiety of many people, although there is still widespread fear of 'the new look GAW'. Many persons, in fact, assert that the same objections are equally applicable to old and new plans. In the opinion of the authors of this study, such is not the case. The new approach means adoption of a new principle—the *substitution of limited for unlimited liability*."

The booklet is a report of a study of private unemployment benefit plans which was begun in January 1957. The study was based on information furnished by most of the companies in Canada known to have SUB plans. In the opinion of the authors, "a representative sample of Canadian experience" was obtained.

The report is divided into five parts: Part I, American Experience; Part II, Canadian Practice; Part III, Government Regulations; Part IV, Important Issues; and Part V, Future Trends.

Six plans are described under "Canadian Practice".

PRICES AND THE COST OF LIVING

Consumer Price Index, September 1957

A further rise of 0.6 per cent in the consumer price index (1949=100) occurred between August and September, bringing the index to 123.3 from 122.6*. The increase was almost entirely seasonal, and a 1.4-per-cent increase in the food index from 120.2 to 121.9 was the main factor in determining the level of the September index. Increases were reported for eggs, pork and butter as well as higher prices for oranges, bananas and lettuce, although other fruits and vegetables were lower.

The shelter index increased from 135.3 to 135.6 as the home-ownership component advanced more than rents.

The clothing index rose fractionally from 108.2 to 108.3 as price increases were reported for a number of items of men's wear, including new fall lines; these were partially offset by further decreases in women's wear brought about, in part, by sale prices.

Fractionally higher prices for furniture, floor coverings, utensils and equipment, household supplies and services moved the household operation index from 119.7 to 119.8. Further seasonal increases for coal were balanced by lower prices for fuel oil.

An increase in the other commodities and services index from 126.9 to 127.1 reflected higher prices for automobile repairs and servicing, automobile insurance, local street car and bus fares and some railway fares. Automobile prices showed further decreases.

The index for September 1956 was 119.0 and group indexes on that date were: food, 115.5, shelter 133.1, clothing 108.4, household operation 117.1 and other commodities and services 121.4.

City Consumer Price Indexes, August 1957

All ten regional city indexes (1949=100) were higher between July and August 1957, increases ranging from 0.2 per cent in Montreal to 1.1 per cent in Halifax†.

Food indexes rose in all ten cities, these increases accounting for most of the movement in the total indexes. Substantially higher prices were general for eggs and

most pork items with more moderate price increases reported in most cities for beef, chicken, butter, potatoes and grapefruit.

Regional consumer price index point changes between July and August were as follows: Halifax +1.3 to 120.6; St. John's +0.9 to 110.5‡; Saint John +0.9 to 123.3; Saskatoon-Regina +0.9 to 120.2; Vancouver +0.8 to 122.5; Winnipeg +0.7 to 120.7; Edmonton-Calgary +0.7 to 119.8; Ottawa +0.6 to 124.0; Toronto +0.4 to 125.9; Montreal +0.2 to 122.2.

Wholesale Prices, August 1957

Canada's wholesale price index (1935-39=100) moved downward negligibly between July and August to 227.6 from 228.2. The index has moved less than 1 per cent since last August, when it stood at 227.0, whereas over the 12 months ending August 1956 it rose more than 3 per cent from 219.7.

Although five component groups moved downward, only vegetable products and non-ferrous metals recorded significant decreases. The decline in the other three groups were less than 0.5 per cent.

Vegetable products group index fell 1.2 per cent to 192.8 from 195.2, due mainly to lower prices for sugar, potatoes, onions, raw rubber, coffee, canned fruits, vegetables, hay, livestock, and poultry feeds, milled cereal foods and most grains in the East, which outweighed higher prices for oranges, cocoa, vegetable oils and potatoes in the West. Non-ferrous metals continued its downward trend which began last summer, falling 1.2 per cent to 170.4 from 172.4.

Textile products and wood products both were 0.3 per cent lower at 236.8 versus 237.4 and 299.0 versus 299.8, respectively. Chemical products was practically unchanged at 182.8 versus 182.9.

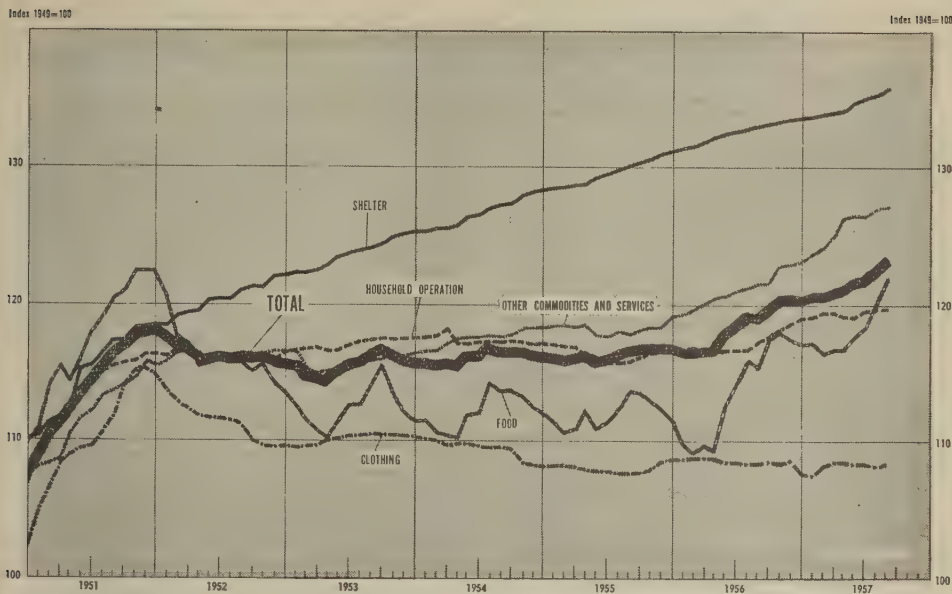
Iron and its products rose 0.8 per cent to 256.4 from 254.3, due to increased prices for steel scrap, chain and tee rails. Animal products was only slightly higher at 246.1 versus 245.8. Non-metallic minerals was virtually unchanged at 188.7 against 188.6, as higher prices for United States anthracite coal slightly outweighed lower prices for United States bituminous coal, gasoline and coal oil in Calgary.

‡On base June 1951=100.

*See Table F-1 at back of book.

†See Table F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1951



The index of farm product prices was almost unchanged in August at 212.6 compared with the July level of 212.7. In field products price changes were fairly widespread, with declines overbalancing gains, as the index moved down to 153.8 from 155.1. Animal products index advanced to 271.3 from 270.2, reflecting gains for calves, butterfat and cheesemilk and for western hogs and eggs. These outweighed losses for steers, lambs and eastern hogs, eggs and poultry, and western fluid milk. Regional grouping showed a decline to 229.8 from 231.1 for the eastern composite but an increase to 195.3 from 194.3 in the western series.

Residential building materials index (1935-39=100) eased down between July and August to 293.3 from 294.1. The non-residential building materials index (1949=100) was also fractionally lower at 130.4 versus 130.6. Reflected in the movement were lower quotations for a number of lumber specifications, for items affected by the price of copper and shellac. In addition,

lower prices were noted in the price of cedar shingles in the residential roofing index, while the non-residential series was affected by price declines for concrete mix and gyproc lath.

U.S. Consumer Price Index, August 1957

The United States consumer price index (1947-49=100) rose two-tenths of 1 per cent in August, setting another record. It was the twelfth consecutive monthly increase, but among the smallest of the twelve.

The index rose between mid-July and mid-August from 120.8 to 121.0. All major groups increased but food and housing were the strongest factors.

U.K. Index of Retail Prices, July 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose almost a full point, from 105.7 to 106.6, between mid-June and mid-July; a year earlier it stood at 102.0. It was the fourth successive increase.

STRIKES AND LOCKOUTS

August 1957

A larger number of work stoppages was recorded by the Economics and Research Branch in August than in July: 42 compared with 34*. Moreover, twice as many stoppages began in August as during the preceding month: 25 against 12.

Workers involved in the stoppages during the month totalled 14,532; their total time loss numbered 184,450 man-days; the corresponding figure for August 1956 was 86,485 man-days.

Of the time loss during the month, more than two-thirds (131,975 man-days) resulted from the strike of aluminum workers at Arvida. This strike, since settled, had

—
*See Table G-1 at the back of the book for the number of strikes and lockouts beginning and in existence, the approximate number of workers involved and the time loss resulting during each of the first eight months of this year and the same months of last year.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during August; it shows the number of workers involved, the approximate time loss, the date the stoppage began and ended, the industry in which it occurred, the major issues and the major terms of settlement (for stoppages that have ended).

involved 6,000 workers since May 1957. It had caused, from the date it began to the end of August, a total time loss of 449,920 man-days. A strike of 2,270 plumbers at Toronto, beginning on August 26, had caused over 11,000 days' loss by the end of the month. At Murdochville, the continuing strike of 400 copper miners caused 10,800 days' loss during the month, and 93,000 days since its beginning in March.

Of the 16 stoppages in existence during the month involving 100 or more workers, four, affecting 6,657 workers, were in the province of Quebec. They caused in August a time loss of 146,750 man-days. Five stoppages, with a time loss of 17,035 man-days, occurred in Ontario; these stoppages affected 3,248 workers. Three stoppages involving 2,280 workers were in Nova Scotia; they caused a time loss of 2,820 man-days. The other stoppages were in British Columbia, New Brunswick and Newfoundland; their time loss totalled 11,065 man-days and 1,559 workers were affected by them.

Most of the 11 stoppages starting during the month that involved more than 100 workers were of comparatively short duration: eight of them lasted fewer than ten days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 110.

Congresses and Conventions

1. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-fourth Annual Convention held in Saskatoon, Sask., May 8, 9 and 10, 1957.* Regina, 1957. Pp. 135.

2. SASKATCHEWAN FEDERATION OF LABOUR (CLC). *Proceedings and Minutes of the First Annual (Merger) Convention held in Regina, November 14, 15, 16, 17, 1956.* Regina, 1956. 1 Volume (various pagings).

3. SCOTTISH TRADES UNION CONGRESS. *Reports of Proceedings of Congress held*

in *Rothsay on 9th, 10th, 11th and 12th April, 1957*; *Sixtieth Annual Report*. Glasgow, 1957. Pp. 431.

Economic Conditions

4. CANADA. DEPARTMENT OF TRADE AND COMMERCE. *Private and Public Investment in Canada, Outlook 1957. Mid-Year Review*. Ottawa, Queen's Printer, 1957. Pp. 8.

5. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Economic Development Assistance. A Long-Term Policy for assisting Economic Growth and encouraging Independence in the Underdeveloped Nations of the Free World. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development*. New York, 1957. Pp. 37.

6. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1957*. London, H.M.S.O., 1957. Pp. 47.

7. GREAT BRITAIN. TREASURY. *United Kingdom Balance of Payments, 1946 to 1956 (No. 2)*. London, H.M.S.O., 1957. Pp. 55.

8. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1956; including Studies of European Transport Problems and Income Distribution in Western Europe*. Prepared by the Research and Planning Division, Economic Commission for Europe. Geneva, 1957. 1 Volume (various pagings).

Finance

9. CANADA. BUREAU OF STATISTICS. *Financial Statistics of Provincial Governments, 1955; Revenue and Expenditure; Actual*. Ottawa, Queen's Printer, 1957. Pp. 45.

10. CANADA. BUREAU OF STATISTICS. *Financial Statistics of the Government of Canada: Revenue and Expenditure; Direct and Indirect Debt. Actual. (Fiscal years ended March 31, 1954 and March 31, 1955)*. Ottawa, Queen's Printer, 1957. Pp. 26.

11. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Expenditure, 1951 to 1956*. London, H.M.S.O., 1957. Pp. 13.

Insurance

12. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Voluntary Hospital and Medical Insurance in Canada, 1955; Summary Data*. Ottawa, 1957. 1 Volume (unpaged).

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Trends in Company Group Insurance Programs*, by Harland Fox. New York, 1957. Pp. 44.

The group insurance plans studied include group life insurance, group accidental death

and dismemberment insurance, group accident and sickness insurance, and group hospital-surgical-medical expense insurance including major medical expense insurance.

International Agencies

14. INTERNATIONAL LABOUR OFFICE. *Financial and Budgetary Questions*. Second Item on the Agenda. Geneva, 1957. Pp. 81.

At head of title: Report 2. International Labour Conference. 40th session, Geneva, 1957.

15. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Europe To-day and in 1960. 8th Report of the O.E.E.C.* Paris, 1957. 2 Volumes.

Contents: v. 1. Europe To-day. v. 2. Europe in 1960.

Labour Laws and Legislation

16. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Fair Employment Practices, Weekly Rest-Day and Workmen's Compensation, December, 1956*. Ottawa, Queen's Printer, 1957. Pp. 22.

17. CANADIAN LABOUR CONGRESS. *The U.I.A., its Rights and Obligations; a Handbook on the Unemployment Insurance Act as amended, October 2, 1955 and September 30, 1956*. 2d ed. Ottawa, 1957. Pp. 57.

Contents: Some Basic Information. Eligibility for Benefit. The Transitional Period. Disqualification for Benefit. Registering as Unemployed. Seasonal Benefits. The Right of Appeal. What the Union can do.

Labour Organization

18. TRADES UNION CONGRESS. *What the TUC is Doing*. London, 1957. Pp. 47.

19. U.S. CONGRESS. SENATE. COMMITTEE ON GOVERNMENT OPERATIONS. *Violation or Nonenforcement of Government Laws and Regulations in the Labour Union Field. Hearings before the Permanent Subcommittee on Investigations of the Committee on Government Operations, United States Senate, Eighty-fifth Congress, First Session, pursuant to Senate Resolution 188, 84th Congress...* Washington, G.P.O., 1957. Pp. 358.

Hearings held Jan. 16-19, 1957.

In these hearings the Permanent Subcommittee on Investigations examined some of the officials of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America with regard to misuse or misappropriation of union funds and other misdemeanors.

Labouring Classes

20. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Some Problems of Full Employment*. Melbourne, 1955. Pp. 17.

Some of the problems mentioned are: shortage of labour in certain key industries,

local labour shortages, shortage of seasonal workers, shortages of skilled labour, high labour turnover, etc.

21. CANADIAN LABOUR CONGRESS. RESEARCH DEPARTMENT. *Point of Order. (How to conduct a Union Meeting)*. Ottawa, 1956? Pp. 29.

22. HEALTH LEAGUE OF CANADA. QUEBEC DIVISION. COMMITTEE ON ABSENTEEISM. *Absenteeism in Industry*. Montreal, 1957? Pp. 16.

Suggests the following means of cutting down absenteeism: (1) considering the physical and emotional capacities of workers when placing them in jobs; (2) periodic health examination; (3) health education; (4) co-operation between company medical department and the worker's family doctor to rehabilitate the sick or injured worker as fast as possible; and, (5) the provision of safe and healthy working conditions.

23. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Labor Relations in the Atomic Energy Field*, by James J. Bambrick, Jr. and Albert A. Blum. New York, c1957? Pp. 47.

Partial Contents: Unions in the Atomic Energy Field. Management in Atomic Energy. Atomic Energy Hazards Provisions in Union Contracts. Industrial Security Provisions in Union Contracts. The Prevention of Strikes.

24. ONTARIO. DEPARTMENT OF LABOUR. *Thirty-Seventh Report for the Fiscal Year ending March 31, 1956*. Toronto, Queen's Printer, 1957. Pp. 117.

25. TAYLOR, ALBION GUILFORD. *Labor and the Supreme Court*. Williamsburg, The Author, c 1957. Pp. 178.

Provides "a statement of the legal status of activities pertaining to labor-management relations, as determined by the U.S. Supreme Court". Some of the topics dealt with are: the right to strike, boycotts, picketing, feather-bedding, labor injunctions, arbitration, discrimination in employment, and federal-state conflict in labor law.

26. U.S. BUREAU OF LABOR STATISTICS. *Employment and Economic Status of Older Men and Women...* Washington, G.P.O., 1957. Pp. 41.

Presents information on the effect of population, employment, and economic trends on the older workers.

27. U.S. BUREAU OF LABOR STATISTICS. *New England Labor and Labor Problems*. Washington, G.P.O., 1957. Pp. 50.

Contents: Profiles of Worker Family living in Boston, 1875-1950, by Wendell D. MacDonald. Historical Patterns and Recent Trends in Employment, by Edward T. O'Donnell. Labor-Management Relations, by A. Howard Myers. Wages and Personal Income, by Paul Mulkern. The Problems of Depressed Areas, by William H. Miernyk. Labor Turnover in Textile Mills, by Leonard Arnold. Collective Bargaining and Competitive Cost in the Shoe Industry, by E. R. Livernash. The Growth of the Aircraft Industry, by David Pinsky.

Management

28. AMERICAN MANAGEMENT ASSOCIATION. *Executive Selection, Development, and Inventory*. New York, c1957. Pp. 68.

Contents: Executive Selection and Inventory, by D. E. Balch. A study of Psychological Tests as Instruments for Management Evaluation, by Frederick J. Gaudet. An Integrated Approach to Management Development, by Willard E. Bennett. Training Engineers to manage: the RCA Programs, by Harry Krieger, Jr. They also ran, by Virgil K. Rowland. (Concerns unsuccessful applicants for a job). The Man in the Cap and Gown, by Harlan Hatcher (Dr. Hatcher, President of the University of Michigan considers jobs available to this year's graduates).

29. AMERICAN MANAGEMENT ASSOCIATION. *Organization and Action for Improved Administration; including a Paper on Personnel Budgeting*. New York, c 1957. Pp. 66.

Contents: Organization for Improved Management Performance, by James M. Symes. Decentralization: Fact or Fancy. I. The Case for Decentralization in Fact, by Albert F. Koepcke. II. Decentralization: Fad and Fancy, by Matthew M. Gouger. Mergers and Acquisitions: the Personnel Department's Responsibility for Analysis and Action, by Gavin A. Pitt. Practical Personnel Budgeting, by A. Clifford Thornton. Do You know What Your Employees want to know? By James F. Stiles, Jr.

30. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Preparing the Company Organization Manual*, by Louis A. Allen, New York, c1957. Pp. 88.

"The organization manual contains all of the approved, public data concerning the company's organization. This includes information about the structure itself, definitions of responsibility and authority for individual positions, and statements of relationships. In short, the organization manual is a statement and definition of the formal organization structure."

Productivity

31. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *The Campaign to raise Productivity in British Industry*. Melbourne, 1955. Pp. 18.

A brief review of the activities of the Anglo-American Council on Productivity and of its successor, the British Productivity Council.

32. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Productivity*. Melbourne, 1955? Pp. 31.

A review of productivity in Australia with suggestions for increasing it.

33. EUROPEAN PRODUCTIVITY AGENCY. *Productivity in Sweden*. Paris, 1956? Pp. 6.

Scientists

34. EUROPEAN PRODUCTIVITY AGENCY. *Scientific Manpower for Applied Research; Shortage of Research Workers; How to train and use Them? Third International Conference on the Organization and Administration of Applied Research*, Vienna, 8th-

12th October 1956. Project No. 361. Paris, Organization for European Economic Co-operation, 1957. Pp. 47.

The Organization for European Economic Co-operation convened a conference in Vienna in October 1956 to look into the matter of the shortage of scientific and technical manpower which is likely to hinder industrial development in Europe. Eleven member and associated countries, including Canada, took part.

35. U.S. BUREAU OF LABOR STATISTICS. *Science and Engineering in American Industry; Final Report on a 1953-1954 Survey, prepared for the National Science Foundation*. Washington, G.P.O., 1956. Pp. 118.

Contents: Pt. 1. Research and Development Costs and Personnel. Pt. 2. Factors affecting Company Expenditures for Research and Development.

Wages and Hours

36. CANADA. BUREAU OF STATISTICS. *Earnings and Hours of Work in Manufacturing, 1955; Earnings and Hours of Male and Female Wage-Earners and Salaried Employees in Larger Establishments in the Last Week of October, 1955*. Ottawa, Queen's Printer, 1957. Pp. 51.

37. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Time Rates of Wages and Hours of Labour, 1st April, 1957*. London, H.M.S.O., 1957. Pp. 291.

38. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Wage Inflation; a Discussion by the Conference Board Economic Forum and Guests held at... New York City, February 28, 1957*. Revised to April 26, 1957. New York, 1957. Pp. 74.

The Forum discussed these two questions among others: "To what extent have the continuous rounds of wage increases been responsible for the rise in prices paid by all consumers, including labor? and, Can we safely rely as in the past upon monetary, fiscal and market forces to keep wage increases balanced with the capacity of industry to absorb higher labor costs?"

39. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local-Transit Operating Employees, July 1, 1956 and Trend 1929-56*. Washington, G.P.O., 1957. Pp. 10.

Based on union scales in effect on July 1, 1956 covering about 73,000 local-transit operating employees in 52 cities with populations of 100,000 or more.

40. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Printing Industry, July 1, 1956 and Trend 1907-56*. Washington, G.P.O., 1957. Pp. 42.

Based on union scales in effect on July 1, 1956 covering about 125,000 printing-trades workers in 53 cities with populations of 100,000 and over.

41. WEATHERFORD, WILLIS DUKE. *Geographic Differentials of Agricultural Wages in the United States*. Cambridge, Mass., Harvard University Press, 1957. Pp. 99.

Partial Contents: The Geographic Pattern of Agricultural Wages. The Geographic Pattern of Wages and the Physical Productivity of Labor. Wages and Value Productivity. The Impact of Labor Supply on Farm Wages. Factors affecting Labor Supply and Wage Rates.

Women—Employment

42. CANADA. WOMEN'S BUREAU. *Women at Work in Canada; a Fact Book on the Female Labour Force of Canada*. Ottawa, Queen's Printer, 1957. Pp. 60.

"The purpose of this handbook is to give a concise factual account of the growth in numbers, the age distribution, the marital status, the occupations and the earnings of gainfully employed women in Canada."

43. U.S. WOMEN'S BUREAU. *Women in the Federal Service, 1954*. Washington, G.P.O., 1956 (i.e. 1957). Pp. 15.

Discusses the types of positions held by women civil servants, their salaries and their opportunities for advancement.

Workmen's Compensation

44. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Thirty-Ninth Annual Report for the Year ended December 31, 1956*. Edmonton, 1957. Pp. 36.

45. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Fortieth Annual Report for the Year ended December 31st, 1956*. Victoria, Queen's Printer, 1957. Pp. 41.

46. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1956*. Toronto, Queen's Printer, 1957. Pp. 38.

47. QUEBEC (PROVINCE) WORKMEN'S COMPENSATION COMMISSION. *Financial Report as at December 31st, 1956*. Quebec, 1957. Pp. 28.

48. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Twenty-Seventh Annual Report for the Calendar Year 1956*. Regina, Queen's Printer, 1957. Pp. 22.

Miscellaneous

49. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Sheet Metal Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1957. Pp. 30.

Contains phases of the trade common to all provinces.

50. GREAT BRITAIN. FACTORY DEPARTMENT. *Electrical Accidents and Their Causes, 1955*. London, H.M.S.O., 1957. Pp. 76.

51. HUNTINGTON, EMILY HARRIETT. *Spending of Middle-Income Families; Incomes and Expenditures of Salaried Workers in the San Francisco Bay Area in 1950*, by Emily H. Huntington with the assistance of Mary H. Hawes and Esther Oswalt. Berkeley, University of California Press, 1957. Pp. 179.

Provides information on salaried workers in occupations above routine clerical workers but below the executive class.

52. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *Adolescent Girls; a Nation-Wide Study of Girls between Eleven and Eighteen Years of Age*. Ann Arbor, Mich. n.d., 1956? Pp. 251.

A study of the interests and activities of 1,925 girls.

53. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Instrumentation and Automation. Hearings before the Subcommittee on Economic Stabilization of the Joint Economic Committee, Congress of the United States, Eighty-fourth Congress, Second Session, pursuant to Sec. 5(a) of Public Law 304, 79th Congress. December 12, 13, and 14, 1956*. Washington, G.P.O., 1957. Pp. 20.

Some of the topics dealt with in these hearings: The role and relationship of instruments and automatic controllers to automa-

tion; Development of scientific, technical, and engineering skills; Effects of instrumentation and automation in the field of automatic processing; Changes and problems in the field of education in connection with the introduction and expansion of automatic controls; Instrumentation and automatic controls in aeronautics; Need for trained scientists and research workers in the field of automation; the work of the U.S. Dept. of Labor in connection with the problems of labor, employment, and technological change; and, the effect on labor and employment of recent developments in the field of instrumentation and automatic controls.

54. U.S. STAY-IN-SCHOOL COMMITTEE. *National Stay-in-School Campaign; Handbook for Communities*. Washington, U.S. Department of Labor and U.S. Department of Health, Education and Welfare in cooperation with U.S. Department of Defense, 1957. Pp. 24.

Appeals for Searching Review of Labour-Management Relations

An appeal for "a searching re-examination of labour-management relations in the light of prevailing conditions and our responsibilities to society as a whole" was the theme of an address last month by H. V. Lush, President of the Canadian Manufacturers' Association.

Such review and revision is not merely desirable but absolutely necessary if we are to assure industrial peace in the years immediately ahead, he said.

While we could not expect all thought of group interest to go by the board, the CMA President said, with goodwill and a genuine desire for industrial peace he believed that we should succeed in subordinating group interest to the greater interest. He believed the task was far from being insurmountable.

Mr. Lush then referred to the statement on employer-employee relations drawn up by the CMA, which, he believed, was "a commonsense credo for industrial harmony". Whether or not it was wholly acceptable to Labour as it now stands, he suggested that it certainly constituted a reasonable basis for free and frank discussion.

Briefly summarizing the statement, he said it established the premise that "industry's prime function is to supply consumers with satisfactory goods at prices which will encourage a high level of consumption". It then went on, he continued, "to examine the role which it believes employers, employees and government should play in the fulfilment of this function."

Employers were obliged to provide for the safety and health of their employees, to promote maximum regularity and continuity of employment as far as possible, to allow their employees every opportunity for

advancement, to respect the employee's right to associate freely for all lawful purposes, and to accept the principle of collective bargaining.

Employees had a duty to recognize the employer's right to plan, direct and manage the business as he judged best; to perform their duties efficiently and conscientiously; to co-operate with management in the furtherance of good labour relations and the well-being of the enterprise; to conserve and protect the products, plant, equipment and machinery, and to respect the property rights of the owner.

"Last but not least," the speaker said, employees should "recognize the right of an individual employee to join or not to join any lawful organization of employees as he may think fit, without impairing his right to work at the occupation of his choice."

The government's responsibility was "to provide, in any labour legislation, for the full recognition of the rights and obligations of both employers and employees; to keep such legislation to a minimum, leaving the parties free to the greatest extent possible to work out their problems by mutual agreement; and to protect the right of all citizens to do the things they have a legal right to do and ensure that all laws affecting industrial relations are strictly enforced."

This "Charter of Labour," if endorsed by both Labour and Management, "could prepare the way for that co-operative team spirit which has such an important bearing on production and productivity. Sincerely interpreted it would reduce destructive friction to an absolute minimum," he contended.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 20, 1957

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,112	120	465	1,709	2,236	1,065	517
Agricultural.....	883	*	72	199	219	362	30
Non-Agricultural.....	5,229	119	393	1,510	2,017	703	487
Males.....	4,689	102	368	1,337	1,649	853	380
Agricultural.....	819	*	68	191	194	340	25
Non-Agricultural.....	3,870	101	300	1,146	1,455	513	355
Females.....	1,423	18	97	372	587	212	137
Agricultural.....	64	*	*	*	25	22	*
Non-Agricultural.....	1,359	18	93	364	562	190	132
All Ages.....	6,112	120	465	1,709	2,236	1,065	517
14—19 years.....	759	17	64	252	243	129	54
20—24 years.....	758	19	55	242	257	129	56
25—44 years.....	2,716	54	195	756	1,006	471	234
45—64 years.....	1,638	27	129	409	628	291	154
65 years and over.....	241	*	22	50	102	45	19
<i>Persons with Jobs</i>							
All status groups.....	5,949	110	445	1,655	2,186	1,053	500
Males.....	4,552	93	351	1,289	1,609	843	367
Females.....	1,397	17	94	366	577	210	133
Agricultural.....	880	*	71	198	219	361	30
Non-Agricultural.....	5,069	109	374	1,457	1,967	692	470
Paid Worker.....	4,630	87	339	1,315	1,824	641	424
Males.....	3,386	73	257	984	1,305	463	304
Females.....	1,244	14	82	331	519	178	120
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	163	10	20	54	50	12	17
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,931	145	436	1,422	1,594	880	454
Males.....	799	35	76	204	244	142	98
Females.....	4,132	110	360	1,218	1,350	738	356

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended July 20, 1957		Week Ended June 22, 1957		Week Ended July 21, 1956	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	177	165	174	163	111	100
Without Jobs.....	163	152	162	152	102	93
Under 1 month.....	69	—	66	—	45	—
1—3 months.....	54	—	49	—	35	—
4—6 months.....	21	—	27	—	10	—
7—12 months.....	15	—	15	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	14	13	12	11	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	526	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96R	405R	110R	343R	323	45	1,322R
July.....	100P	401P	107P	345P	309P	45P	1,307P

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,791,134.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.4	195.3	157.8	67.77	116.6	186.4	158.9	69.88

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1957	May 1 1957	June 1 1956	June 1 1957	May 1 1957	June 1 1956
(a) Provinces						
Newfoundland.....	132.4	119.3	133.5	62.79	63.35	56.00
Prince Edward Island.....	116.4	103.7	111.9	52.89	51.98	49.24
Nova Scotia.....	102.2	95.0	101.7	56.00	56.12	52.25
New Brunswick.....	104.0	96.1	107.5	55.56	56.18	52.52
Quebec.....	121.0	117.2	117.4	65.04	64.68	61.57
Ontario.....	125.5	123.0	121.2	70.34	69.94	66.41
Manitoba.....	111.6	107.4	107.1	63.21	62.67	60.21
Saskatchewan.....	126.7	115.7	122.4	64.21	63.45	60.05
Alberta (including Northwest Territories).....	150.8	143.7	148.5	69.22	68.01	66.06
British Columbia (including Yukon).....	127.3	123.1	122.1	74.49	73.46	69.74
Canada.....	123.4	119.4	119.7	67.77	67.37	63.93
(b) Metropolitan Areas						
St. John's.....	123.3	116.1	123.1	50.46	50.10	45.63
Sydney.....	93.1	91.4	92.1	70.64	68.84	63.72
Halifax.....	119.2	114.6	115.1	54.67	54.22	51.47
Saint John.....	92.8	94.6	95.6	52.15	51.57	49.47
Quebec.....	112.0	109.2	108.6	55.47	55.01	54.70
Sherbrooke.....	108.5	107.8	100.7	55.51	54.86	53.03
Three Rivers.....	122.0	117.8	119.4	63.27	62.29	59.59
Drummondville.....	74.9	75.9	61.3	58.15	56.91	56.62
Montreal.....	125.9	124.3	119.5	66.56	65.87	62.71
Ottawa—Hull.....	121.6	119.1	119.5	61.32	60.06	58.80
Peterborough.....	107.9	108.4	104.0	72.75	71.72	68.34
Oshawa.....	175.9	175.9	180.4	75.21	77.66	78.31
Niagara Falls.....	124.0	122.7	126.1	76.01	75.41	70.08
St. Catharines.....	126.6	126.4	127.2	78.35	77.69	75.47
Toronto.....	132.5	131.6	127.3	70.95	70.40	67.48
Hamilton.....	114.0	115.5	114.7	75.42	75.11	69.98
Brantford.....	86.9	88.4	91.3	63.33	63.59	62.41
Galt.....	117.3	115.2	109.6	60.10	60.34	58.11
Kitchener.....	115.1	114.0	111.5	64.65	63.70	62.04
Sudbury.....	142.7	139.7	136.3	81.53	82.29	78.15
London.....	120.8	119.6	118.2	63.79	63.59	61.39
Sarnia.....	144.9	144.9	139.3	84.28	84.77	80.80
Windsor.....	102.4	100.7	106.7	70.26	73.84	65.96
Sault Ste. Marie.....	137.0	137.1	130.6	84.55	83.45	77.93
Ft. William—Pt. Arthur.....	121.0	115.0	114.9	70.13	68.15	65.67
Winnipeg.....	108.5	105.3	105.4	60.32	59.77	57.39
Regina.....	123.2	115.2	120.9	63.24	61.19	57.63
Saskatoon.....	126.1	118.4	121.6	59.70	58.47	56.22
Edmonton.....	180.9	175.2	178.3	64.93	62.92	62.14
Calgary.....	159.0	154.0	152.4	65.31	64.52	62.43
Vancouver.....	122.7	120.2	117.5	71.56	70.83	67.41
Victoria.....	121.3	118.7	119.4	65.66	65.47	61.25

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1957	May 1 1957	June 1 1956	June 1 1957	May 1 1957	June 1 1956
Mining.....	126.3	120.8	123.0	82.95	82.61	77.07
Metal mining.....	134.0	130.5	126.0	85.69	85.30	80.08
Gold.....	77.6	76.7	77.1	72.57	72.51	71.29
Other metal.....	186.7	180.7	171.4	90.77	90.37	83.76
Fuels.....	107.6	100.8	110.3	82.35	81.18	74.87
Coal.....	59.8	60.6	67.6	64.59	64.71	60.12
Oil and natural gas.....	283.5	248.8	250.2	96.15	95.94	87.91
Non-metal.....	147.8	137.2	149.6	72.96	74.15	70.50
Manufacturing.....	116.6	115.8	115.4	69.88	69.78	66.46
Food and beverages.....	108.4	102.8	105.9	62.59	62.42	59.21
Meat products.....	126.0	119.1	125.2	71.12	70.27	68.49
Canned and preserved fruits and vegetables.....	82.9	77.2	79.7	54.89	57.42	52.21
Grain mill products.....	103.2	102.6	103.5	65.86	65.14	63.20
Bread and other bakery products.....	109.7	107.6	107.5	60.80	60.03	56.74
Biscuits and crackers.....	91.8	89.1	91.4	52.40	51.44	49.98
Distilled and malt liquors.....	104.3	101.1	106.3	80.39	78.61	75.00
Tobacco and tobacco products.....	85.4	85.7	78.9	67.85	66.83	67.62
Rubber products.....	112.8	109.4	113.5	73.04	73.46	68.62
Leather products.....	87.8	89.2	88.8	47.25	47.55	44.98
Boots and shoes (except rubber).....	91.8	93.7	81.0	44.45	45.06	42.89
Textile products (except clothing).....	85.3	86.2	80.2	55.12	55.16	53.42
Cotton yarn and broad woven goods.....	83.2	85.7	67.3	51.30	51.63	51.07
Woolen goods.....	72.8	71.8	73.9	52.64	52.25	50.97
Synthetic textiles and silk.....	86.2	86.7	86.5	61.03	61.30	58.88
Clothing (textile and fur).....	93.5	95.8	93.6	43.34	43.91	42.46
Men's clothing.....	101.0	102.6	100.7	42.23	42.52	41.89
Women's clothing.....	91.7	96.9	91.5	44.77	45.98	42.91
Knit goods.....	80.6	82.5	81.6	43.13	43.63	42.85
Wood products.....	108.0	103.3	111.9	59.73	59.24	57.27
Saw and planing mills.....	109.0	101.9	115.3	61.26	61.08	58.60
Furniture.....	110.6	109.9	109.9	58.50	57.55	55.82
Other wood products.....	98.0	96.9	100.2	54.37	53.78	53.20
Paper products.....	125.9	122.1	124.3	83.98	82.12	79.20
Pulp and paper mills.....	128.1	123.8	126.9	90.44	88.26	85.24
Other paper products.....	120.3	118.1	117.9	66.85	66.09	63.33
Printing, publishing and allied industries.....	119.5	119.2	114.5	75.49	75.08	71.54
Iron and steel products.....	115.5	116.1	113.2	79.21	78.62	74.83
Agricultural implements.....	57.3	68.8	64.3	75.94	75.00	71.98
Fabricated and structural steel.....	176.2	174.8	159.0	80.90	79.17	79.85
Hardware and tools.....	98.9	99.5	109.1	72.38	71.61	70.43
Heating and cooking appliances.....	102.1	99.6	104.3	67.32	66.23	64.10
Iron castings.....	108.7	107.3	108.0	76.01	76.31	73.73
Machinery mfg.....	127.8	128.0	121.1	75.99	74.97	72.65
Primary iron and steel.....	128.6	128.0	123.8	91.64	92.04	83.34
Sheet metal products.....	112.6	110.8	114.2	75.44	74.37	70.41
Transportation equipment.....	149.0	148.0	146.1	75.62	77.12	71.75
Aircraft and parts.....	393.0	384.5	353.9	81.08	80.73	77.41
Motor vehicles.....	139.7	136.6	144.6	75.58	83.75	73.09
Motor vehicle parts and accessories.....	119.0	119.5	128.9	77.46	76.65	73.61
Railroad and rolling stock equipment.....	95.1	95.7	93.9	70.72	69.81	64.98
Shipbuilding and repairing.....	150.4	162.7	161.1	72.08	72.61	69.10
Non-ferrous metal products.....	119.1	128.9	131.5	78.98	79.33	74.93
Aluminum products.....	136.6	134.4	137.1	74.22	75.02	68.58
Brass and copper products.....	107.3	105.8	115.6	74.57	73.86	71.47
Smelting and refining.....	132.0	154.5	154.8	86.30	85.82	81.20
Electrical apparatus and supplies.....	151.6	151.6	151.1	74.62	74.17	72.14
Non-metallic mineral products.....	135.1	130.5	137.1	72.45	71.77	69.62
Clay products.....	106.9	100.7	115.7	68.44	68.96	66.61
Glass and glass products.....	134.8	132.6	137.5	68.26	68.09	66.19
Products of petroleum and coal.....	142.0	137.9	134.7	102.23	102.45	95.73
Chemical products.....	133.7	133.3	128.8	78.55	78.23	73.44
Medicinal and pharmaceutical preparations.....	116.7	116.1	116.4	70.31	69.45	67.43
Acids, alkalis and salts.....	144.4	146.9	131.3	90.45	88.32	81.53
Miscellaneous manufacturing industries.....	113.8	113.9	107.9	59.82	59.53	56.63
Construction.....	142.4	125.4	133.1	73.77	71.96	67.76
Building and general engineering.....	150.4	137.4	139.4	80.95	77.71	73.77
Building.....	154.4	142.6	143.9	79.78	76.49	73.36
Engineering work.....	133.9	116.3	119.7	86.50	83.90	75.96
Highways, bridges and streets.....	129.4	106.2	123.1	60.43	60.05	56.85
Service.....	131.1	127.9	124.7	45.64	45.71	42.73
Hotels and restaurants.....	124.3	120.7	119.6	37.61	37.57	35.85
Laundries and dry cleaning plants.....	116.6	113.9	111.3	41.87	42.37	40.11
Other service.....	171.7	169.2	159.7	67.25	66.90	61.94
Industrial composite.....	123.4	119.4	119.7	67.77	67.37	63.93

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1957	June 1, 1957	July 1, 1956	July 1, 1957	June 1, 1957	July 1, 1956
Newfoundland.....	45.5	44.8	42.9	157.6	153.1	138.6
Nova Scotia.....	41.3	41.9	41.4	142.2	142.7	132.7
New Brunswick.....	41.9	40.8	40.8	140.2	140.3	134.1
Quebec.....	41.0	41.3	42.1	145.6	144.4	138.7
Ontario.....	40.4	40.2	40.9	169.2	169.4	160.2
Manitoba.....	40.6	40.3	41.0	149.8	149.5	145.2
Saskatchewan.....	40.6	40.4	39.8	166.5	168.5	156.0
Alberta (¹).....	41.3	40.1	40.8	169.3	168.2	157.1
British Columbia (²).....	38.7	38.6	38.9	188.9	190.2	181.1

(¹) Includes Northwest Territories.

(²) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics.)

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS.

Period		Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
					Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
			cts.	\$			
Monthly Average 1949.....		42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....		42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....		41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....		41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....		41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....		40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....		41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....		41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:							
June 1, 1956.....		40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....		41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....		40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....		41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....		41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....		41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....		41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....		41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....		40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....		40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....		41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....		40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957 (¹).....		40.5	160.7	65.08	156.0	121.6	128.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(¹) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1957	June 1 1957	July 1 1956	July 1 1957	June 1 1957	July 1 1956	July 1 1957	June 1 1957	July 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.8	42.3	42.4	187.0	185.2	172.0	80.04	78.34	72.93
Metal mining.....	43.2	42.9	42.4	194.9	192.1	179.9	84.20	82.41	76.28
Gold.....	43.4	43.1	42.1	159.1	158.5	154.9	69.05	68.31	65.21
Other metal.....	43.2	42.8	42.5	209.6	206.0	190.4	90.55	88.17	80.92
Fuels.....	41.5	40.4	41.4	180.1	178.5	162.3	74.74	72.11	67.19
Coal.....	39.2	38.7	40.0	163.8	162.6	147.3	64.21	62.93	58.92
Oil and natural gas.....	45.7	43.3	44.1	205.1	203.8	186.7	93.73	88.25	82.33
Non-metal.....	43.2	42.6	44.2	165.1	166.2	157.5	71.32	70.80	69.62
Manufacturing.....	40.6	40.5	41.2	161.0	160.7	152.7	65.37	65.08	62.91
Food and beverages.....	41.0	40.9	41.5	139.2	140.6	131.0	57.07	57.51	54.37
Meat products.....	40.8	40.6	41.6	162.9	164.9	155.9	66.46	66.95	64.85
Canned and preserved fruits and vegetables.....	38.1	37.4	39.2	113.2	123.7	109.2	43.13	46.26	42.81
Grain mill products.....	43.3	41.3	42.5	153.0	148.7	144.4	66.25	61.41	61.37
Bread and other bakery products.....	40.7	43.2	44.2	133.7	128.2	120.8	54.42	55.38	53.39
Distilled and malt liquors.....	40.6	40.4	41.5	183.9	183.1	170.5	74.66	73.97	70.20
Tobacco and tobacco products.....	40.0	40.3	41.3	159.1	156.4	150.6	63.64	63.03	62.76
Rubber products.....	40.3	42.3	41.4	164.6	166.9	155.6	66.33	70.60	64.42
Leather products.....	38.8	38.8	39.7	111.8	110.8	104.4	43.38	42.99	41.45
Boots and shoes (except rubber).....	38.0	37.7	39.0	108.5	107.4	100.2	41.23	40.49	39.08
Textile products (except clothing).....	41.3	41.2	41.9	121.0	120.5	114.2	49.97	49.65	47.85
Cotton yarn and broad woven goods.....	39.4	38.7	40.5	120.8	120.6	114.1	47.60	46.67	46.21
Woolen goods.....	42.8	42.7	43.0	113.2	112.6	107.3	48.45	48.08	46.14
Synthetic textiles and silk.....	42.5	43.1	42.7	128.9	127.6	121.4	54.78	55.00	51.84
Clothing (textile and fur).....	36.3	36.8	36.9	104.4	104.4	100.7	37.90	38.42	37.16
Men's clothing.....	35.4	36.0	36.6	106.0	105.5	101.5	37.52	37.98	37.15
Women's clothing.....	34.2	36.0	34.7	109.8	109.5	105.4	37.55	39.42	36.57
Knit goods.....	38.9	38.5	38.7	99.8	100.8	97.8	38.82	38.81	37.85
*Wood products.....	41.5	41.1	42.1	139.4	139.1	134.1	57.85	57.17	56.46
Saw and planing mills.....	41.0	40.3	41.5	147.0	147.4	142.4	60.27	59.40	59.10
Furniture.....	42.0	42.4	42.7	129.7	128.8	123.2	54.47	54.61	52.61
Other wood products.....	42.9	42.3	44.0	122.2	120.8	113.6	52.42	51.10	49.98
Paper products.....	42.7	42.1	42.9	190.2	189.0	180.3	81.22	79.57	77.35
Pulp and paper mills.....	43.2	42.3	43.2	204.5	203.2	193.3	88.34	85.95	83.51
Other paper products.....	41.4	41.7	42.2	145.0	145.8	139.0	60.03	60.80	58.66
Printing, publishing and allied industries.....	40.0	39.9	40.5	190.9	190.6	181.3	76.36	76.05	73.43
*Iron and steel products.....	40.8	41.6	41.7	183.2	182.9	171.6	74.75	76.09	71.56
Agricultural implements.....	40.0	39.4	40.1	180.3	176.8	171.3	72.12	69.66	68.69
Fabricated and structural steel.....	41.3	41.6	41.2	180.4	180.4	174.8	74.51	75.05	72.02
Hardware and tools.....	41.2	42.1	42.1	164.9	161.5	160.1	67.94	67.99	67.40
Heating and cooking appliances.....	40.5	40.4	41.6	156.5	156.3	147.1	63.38	63.15	61.36
Iron castings.....	40.8	41.5	42.0	177.3	177.2	168.2	72.34	73.54	70.64
Machinery manufacturing.....	42.1	42.8	43.1	170.7	170.3	163.5	71.86	72.89	70.47
Primary iron and steel.....	39.9	41.8	40.8	212.4	213.5	190.2	84.75	89.24	77.60
Sheet metal products.....	40.9	40.8	41.5	177.3	175.9	167.2	72.52	71.77	69.39
*Transportation equipment.....	40.1	39.4	40.7	182.0	180.4	173.8	72.98	71.08	70.74
Aircraft and parts.....	41.4	40.9	41.1	184.4	181.9	176.9	76.34	74.40	72.71
Motor vehicles.....	38.0	35.7	40.0	192.8	191.8	184.8	73.26	68.47	73.92
Motor vehicle parts and accessories.....	39.1	40.4	40.1	181.4	182.4	175.0	70.93	73.69	70.18
Railroad and rolling stock equipment.....	39.9	39.4	40.3	179.4	175.8	171.1	71.58	69.27	68.95
Shipbuilding and repairing.....	42.0	41.6	42.2	173.5	173.2	161.3	72.87	72.05	68.07
*Non-ferrous metal products.....	40.5	40.5	41.2	183.8	181.1	173.2	74.44	73.05	71.36
Aluminum products.....	41.3	40.0	40.7	157.1	155.1	150.3	64.88	62.04	61.17
Brass and copper products.....	40.6	41.3	41.1	168.2	167.6	159.1	68.29	69.67	65.39
Smelting and refining.....	40.4	40.4	41.6	205.2	200.6	188.4	82.90	81.04	78.37
*Electrical apparatus and supplies.....	40.5	40.0	40.9	166.2	166.2	159.0	67.31	66.48	65.03
Heavy electrical machinery and equipment.....	40.8	40.5	41.1	186.3	184.7	175.2	76.01	74.80	72.01
Radio and radio parts.....	40.2	39.6	40.0	146.0	146.7	136.9	58.69	58.09	54.76
Batteries.....	40.4	35.4	40.7	163.4	177.6	156.4	66.01	62.87	63.65
Refrigerators, vacuum cleaners and appliances.....	40.1	39.8	40.3	170.4	168.4	165.1	68.33	67.02	66.54
Miscellaneous electrical products.....	40.2	40.2	41.2	153.5	153.2	151.2	61.71	61.59	62.29
Wire and cable.....	41.4	40.4	42.4	180.3	179.9	174.8	74.64	72.68	74.12
*Non-metallic mineral products.....	43.4	42.9	43.3	159.7	159.3	153.3	69.31	68.34	66.38
Clay products.....	42.5	43.0	43.3	150.5	149.2	144.1	63.96	64.16	62.40
Glass and glass products.....	42.1	42.5	41.5	152.3	152.2	151.6	64.12	64.69	62.91
Products of petroleum and coal.....	41.6	41.8	41.0	225.8	226.6	210.2	93.93	94.72	86.18
Chemical products.....	41.2	41.1	41.1	170.7	170.5	160.1	70.33	70.08	65.80
Medicinal and pharmaceutical preparations.....	41.5	41.0	41.4	133.2	132.8	130.0	55.28	54.45	53.82
Acids, alkalis and salts.....	41.5	42.4	42.1	196.7	199.9	179.2	81.63	84.76	75.44
Miscellaneous manufacturing industries.....	41.0	40.7	41.2	130.7	130.2	123.7	53.59	52.99	50.96
*Durable goods.....	40.8	40.7	41.4	172.3	171.7	163.8	70.30	69.88	67.65
Non-durable goods.....	40.3	40.3	40.8	148.8	148.6	140.6	59.97	59.89	57.36
Construction.....	42.1	41.9	41.3	175.0	175.8	161.3	73.68	73.66	66.62
Building and general engineering.....	42.0	42.3	41.6	189.5	189.3	176.8	79.59	80.07	73.55
Highways, bridges and streets.....	42.3	40.9	40.7	142.8	144.1	129.5	60.40	58.94	52.67
Electric and motor transportation.....	44.6	44.2	44.9	160.4	159.2	150.5	71.54	70.37	67.57
Service.....	40.2	40.0	40.4	93.4	93.8	88.4	37.55	37.52	35.71
Hotels and restaurants.....	40.4	40.2	40.4	92.2	92.8	87.6	37.25	37.31	35.39
Laundries and dry cleaning plants.....	40.6	40.1	41.2	90.6	90.6	85.8	36.78	36.33	35.35

* Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957 ⁽¹⁾	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957 ⁽¹⁾	14,379	16,047	30,426	171,981	76,446	248,427

* Current vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1957⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 28, 1957	July 31, 1956
Agriculture, Fishing, Trapping	4,298	983	5,281	+3,330	— 1,916
Forestry	3,777	13	3,790	— 15	— 5,507
Mining, Quarrying and Oil Wells	888	64	952	— 273	— 410
Metal Mining.....	578	20	598	— 195	— 121
Fuels.....	202	27	229	— 50	— 229
Non-Metal Mining.....	57	2	59	— 13	— 12
Quarrying, Clay and Sand Pits.....	12	2	14	+	7
Prospecting.....	39	13	52	— 22	— 40
Manufacturing	3,161	2,991	6,152	— 228	— 3,961
Foods and Beverages.....	537	670	1,207	+ 555	+ 276
Tobacco and Tobacco Products.....	5	11	16	— 30	— 6
Rubber Products.....	15	33	48	— 2	— 26
Leather Products.....	67	147	214	— 34	— 149
Textile Products (except clothing).....	108	194	302	— 67	— 80
Clothing (textile and fur).....	142	1,301	1,443	+ 60	— 298
Wood Products.....	295	78	373	— 77	— 565
Paper Products.....	128	43	171	— 58	— 220
Printing, Publishing and Allied Industries.....	105	77	182	— 114	— 67
Iron and Steel Products.....	492	92	584	— 154	— 974
Transportation Equipment.....	598	65	663	— 129	— 498
Non-Ferrous Metal Products.....	121	63	184	— 45	— 355
Electrical Apparatus and Supplies.....	217	59	276	— 76	— 444
Non-Metallic Mineral Products.....	79	31	110	+ 6	— 118
Products of Petroleum and Coal.....	24	13	37	— 8	— 42
Chemical Products.....	166	50	216	— 31	— 212
Miscellaneous Manufacturing Industries.....	62	64	126	— 24	— 183
Construction	3,774	121	3,895	— 267	— 2,020
General Contractors.....	3,072	75	3,147	— 348	— 1,519
Special Trade Contractors.....	702	46	748	+ 81	— 501
Transportation, Storage and Communication	696	294	990	— 336	— 1,251
Transportation.....	569	136	705	— 316	— 1,125
Storage.....	32	13	45	— 19	— 45
Communication.....	95	145	240	— 1	— 81
Public Utility Operation	187	28	215	— 2	— 91
Trade	1,653	1,727	3,380	— 853	— 2,589
Wholesale.....	516	432	948	— 194	— 1,039
Retail.....	1,137	1,295	2,432	— 659	— 1,550
Finance, Insurance and Real Estate	579	439	1,018	— 336	— 783
Service	2,505	7,430	9,935	— 4,953	— 4,863
Community or Public Service.....	256	1,543	1,799	— 254	— 268
Government Service.....	1,092	323	1,415	— 1,245	— 735
Recreation Service.....	161	68	229	— 263	— 336
Business Service.....	364	300	664	— 261	— 631
Personal Service.....	632	5196	5,828	— 2,930	— 2,893
GRAND TOTAL	21,518	14,090	35,608	— 3,933	— 23,391

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT AUGUST 1, 1957⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,851	1,000	2,851	4,894	1,479	6,373
Clerical workers.....	890	2,787	3,677	10,139	25,433	35,572
Sales workers.....	980	879	1,859	4,134	10,145	14,279
Personal and domestic service workers....	914	5,682	6,596	18,229	13,438	31,667
Seamen.....	8	.....	8	630	.....	630
Agriculture and fishing.....	4,189	747	4,936	2,090	449	2,539
Skilled and semiskilled workers.....	9,248	1,844	11,092	76,344	17,422	93,766
Food and kindred products (inc. to- bacco.....	45	12	57	739	528	1,267
Textiles, clothing, etc.....	121	1,345	1,466	2,748	10,634	13,382
Lumber and lumber products.....	3,678	2	3,680	8,225	124	8,349
Pulp, paper (inc. printing).....	52	2	54	790	342	1,132
Leather and leather products.....	36	86	122	911	864	1,775
Stone, clay and glass products.....	14	4	18	264	78	342
Metalworking.....	676	12	688	12,069	1,124	13,193
Electrical.....	158	29	187	1,701	1,351	3,052
Transportation equipment.....	3	2	5	2,062	81	2,143
Mining.....	512	.....	512	1,156	.....	1,156
Construction.....	1,340	.....	1,340	15,318	1	15,319
Transportation (except seamen).....	693	14	707	11,703	94	11,797
Communications and public utility.....	31	1	32	378	4	382
Trade and service.....	211	281	492	2,179	1,157	3,336
Other skilled and semiskilled.....	1,362	42	1,404	11,796	770	12,566
Foremen.....	153	11	164	1,728	262	1,990
Apprentices.....	163	1	164	2,577	8	2,585
Unskilled workers.....	2,757	1,121	3,878	55,305	16,215	71,520
Food and tobacco.....	356	562	918	1,466	2,945	4,411
Lumber and lumber products.....	148	14	162	5,864	316	6,180
Metalworking.....	79	13	92	5,149	579	5,728
Construction.....	1,420	.....	1,420	22,167	1	22,168
Other unskilled workers.....	754	532	1,286	20,659	12,374	33,033
Grand Total.....	20,837	14,060	34,897	171,765	84,581	256,346

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 1, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956
Newfoundland	149	136	659	5,456	7,867	3,992
Corner Brook.....	10	7	31	1,238	1,922	970
Grand Falls.....	12	17	12	555	1,169	303
St. John's.....	127	112	616	3,663	4,776	2,719
Prince Edward Island	121	349	245	1,178	1,436	848
Charlottetown.....	94	323	97	639	903	465
Summerside.....	27	26	148	539	533	383
Nova Scotia	846	1,319	1,240	10,434	10,013	7,549
Amherst.....	14	20	23	462	442	311
Bridgewater.....	8	14	28	481	461	438
Halifax.....	561	933	702	2,867	2,968	2,328
Inverness.....	3	3	288	288	299	178
Kentville.....	39	47	132	862	1,031	616
Liverpool.....	6	19	61	201	227	93
New Glasgow.....	137	145	147	1,623	959	658
Springhill.....	1	14	12	448	453	116
Sydney.....	56	51	65	1,912	1,820	2,178
Truro.....	12	33	65	531	615	294
Yarmouth.....	12	40	5	759	738	359
New Brunswick	859	1,217	1,528	10,634	12,023	6,442
Bathurst.....	4	7	24	928	1,019	454
Campbellton.....	35	43	66	860	1,109	377
Edmundston.....	22	81	17	531	664	346
Fredericton.....	140	117	398	761	896	399
Minto.....	106	233	156	285	376	256
Moncton.....	294	396	440	2,218	2,521	1,529
Newcastle.....	8	11	14	888	1,249	473
Saint John.....	188	167	275	2,615	2,734	1,990
St. Stephen.....	15	85	12	958	764	313
Sussex.....	40	57	64	208	192	110
Woodstock.....	7	20	64	382	499	195
Quebec	10,021	12,188	15,343	76,195	80,770	53,822
Asbestos.....	5	28	54	319	335	321
Beauharnois.....	73	38	41	468	514	284
Buckingham.....	6	17	5	437	464	212
Causapsal.....	60	416	437	802	1,306	711
Chandler.....	2	2	34	247	299	181
Chicoutimi.....	569	939	369	920	935	570
Dolbeau.....	58	9	50	968	771	370
Drummondville.....	54	59	42	1,097	1,020	1,144
Farnham.....	27	20	105	461	551	369
Forestville.....	429	422	418	265	464	322
Gaspé.....	6	8	65	193	395	198
Granby.....	61	64	39	1,526	939	1,414
Hull.....	54	70	95	1,470	1,602	908
Joliette.....	1,137	172	140	1,342	1,325	1,028
Jonquière.....	38	31	127	1,539	1,438	655
Lachute.....	23	30	41	285	317	268
La Malbaie.....	1	8	.....	270	498	174
La Tuque.....	772	1,245	579	358	369	239
Lévis.....	193	115	261	1,933	2,081	1,204
Louiseville.....	67	68	73	717	870	535
Magog.....	2	2	5	428	373	217
Maniwaki.....	258	25	114	271	411	83
Matane.....	5	9	243	634	1,026	348
Mégantic.....	21	13	65	409	494	197
Mont-Laurier.....	18	104	7	573	550	224
Montmagny.....	17	15	28	754	863	438
Montreal.....	3,624	5,161	6,293	27,426	29,011	19,936
New Richmond.....	1	5	27	425	556	247
Port Alfred.....	13	4	32	285	425	246
Quebec.....	605	741	924	6,610	6,843	5,005
Rimouski.....	90	108	361	1,037	1,548	651
Rivière du Loup.....	59	76	40	929	1,178	976
Roberval.....	102	83	95	577	592	263
Rouyn.....	72	159	374	1,685	1,872	1,267
Ste. Agathe.....	43	89	44	144	206	106
Ste. Anne de Bellevue.....	38	74	138	239	282	260
Ste. Thérèse.....	50	61	98	752	608	556
St. Georges Est.....	53	235	854	1,377	1,126	603
St. Hyacinthe.....	122	35	38	1,280	1,061	871
St. Jean.....	84	105	60	920	774	775
St. Jérôme.....	48	66	45	700	804	424
Sept Îles.....	76	283	85	446	650	404
Shawinigan Falls.....	131	62	40	2,224	2,109	1,332
Sherbrooke.....	124	168	258	2,707	2,874	1,710
Sorel.....	90	115	84	935	789	759

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 1, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956
Quebec—Con.						
Thetford Mines.....	54	63	52	848	951	650
Trois-Rivières.....	205	269	493	2,026	2,219	1,544
Val d'Or.....	64	110	1,279	1,130	1,187	696
Valleyfield.....	71	77	69	907	981	649
Victoriaville.....	66	29	87	1,014	935	670
Ville d'Alma.....	175	81	36	886	979	608
Ontario	14,255	12,936	22,980	97,235	94,834	65,196
Amnrior.....	20	25	33	159	164	88
Barrie.....	69	61	200	526	520	618
Belleville.....	14	47	36	853	809	530
Bracebridge.....	75	563	98	341	488	171
Brampton.....	38	50	71	457	395	298
Brantford.....	45	77	328	2,820	2,109	1,778
Brockville.....	14	23	24	266	208	191
Carleton Place.....	9	16	12	107	115	75
Chatham.....	549	37	500	1,588	1,355	1,328
Cobourg.....	2	4	82	627	480	347
Collingwood.....	48	38	41	342	302	359
Cornwall.....	301	282	176	1,363	1,749	1,005
Fort Erie.....	36	48	77	212	276	298
Fort Frances.....	18	25	67	145	170	77
Fort William.....	786	853	586	544	669	763
Galt.....	142	173	142	979	668	536
Gananoque.....	10	10	8	130	131	118
Goderich.....	31	34	46	241	286	131
Guelph.....	84	116	125	1,771	1,061	644
Hamilton.....	609	668	952	8,963	7,901	4,773
Hawkesbury.....	15	24	11	208	313	145
Ingersoll.....	1,974	51	1,683	312	355	243
Kapuskasing.....	44	62	544	200	328	158
Kenora.....	334	115	63	182	198	130
Kingston.....	120	124	158	978	1,067	708
Kirkland Lake.....	164	306	465	400	467	331
Kitchener.....	97	90	111	2,021	1,338	1,234
Leamington.....	64	66	58	709	781	644
Lindsay.....	20	24	50	443	362	239
Listowel.....	29	33	59	144	133	84
London.....	392	481	1,221	3,222	3,091	2,409
Midland.....	27	49	20	248	202	159
Napanee.....	13	12	8	262	213	104
Newmarket.....	40	55	.....	496	478	.....
New Toronto.....	121	112	209	2,043	1,916	1,353
Niagara Falls.....	201	77	176	736	976	524
North Bay.....	10	32	45	888	859	336
Oakville.....	119	108	242	548	331	206
Orillia.....	22	18	44	417	377	237
Oshawa.....	256	87	183	3,059	2,773	1,763
Ottawa.....	755	1,672	1,267	2,990	3,306	2,084
Owen Sound.....	18	29	77	905	710	557
Parry Sound.....	5	12	5	105	98	60
Pembroke.....	165	265	400	974	934	493
Perth.....	43	52	38	216	211	126
Peterborough.....	159	65	183	1,704	1,010	1,090
Pictou.....	29	29	16	131	117	123
Port Arthur.....	395	464	963	665	909	641
Port Colborne.....	16	26	39	312	306	195
Prescott.....	36	30	39	432	333	210
Renfrew.....	11	12	31	335	254	129
St. Catharines.....	103	144	92	2,591	2,528	1,460
St. Thomas.....	43	109	340	628	612	451
Sarnia.....	82	136	152	1,412	1,376	843
Sault Ste. Marie.....	289	501	382	893	1,113	592
Simcoe.....	2,051	66	2,721	605	523	345
Sioux Lookout.....	17	18	19	70	84	46
Smiths Falls.....	11	14	4	179	172	126
Stratford.....	26	37	45	560	473	344
Sturgeon Falls.....	6	4	.....	401	407	256
Sudbury.....	412	392	503	1,678	1,736	937
Timmins.....	41	149	588	946	843	462
Toronto.....	1,853	2,709	5,102	25,879	27,315	15,216
Trenton.....	31	44	72	477	475	452
Walkerton.....	63	52	49	238	213	202
Wallaceburg.....	8	16	15	316	381	369
Welland.....	50	65	61	803	898	540
Weston.....	125	181	403	1,340	1,460	1,011
Windsor.....	160	147	258	8,725	8,027	10,432
Woodstock.....	290	24	162	775	696	269

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 1, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956
Manitoba	2,557	3,369	3,658	9,636	9,854	8,088
Brandon.....	301	583	309	531	568	444
Dauphin.....	21	42	53	251	344	171
Flin Flon.....	58	67	140	160	167	87
Portage la Prairie.....	64	70	83	292	397	262
The Pas.....	24	27	37	69	78	41
Winnipeg.....	2,089	2,580	3,036	8,333	8,300	7,083
Saskatchewan	1,399	1,502	2,321	4,143	5,276	3,639
Estevan.....	130	96	75	131	150	69
Moose Jaw.....	257	250	339	383	543	313
North Battleford.....	39	60	109	293	368	198
Prince Albert.....	101	106	113	558	691	401
Regina.....	351	499	626	1,068	1,289	1,209
Saskatoon.....	272	245	496	996	1,354	881
Swift Current.....	119	82	320	173	189	122
Weyburn.....	48	46	91	76	85	58
Yorkton.....	82	118	152	465	607	388
Alberta	2,432	3,137	5,151	10,777	12,853	6,117
Blairmore.....	13	5	95	264	257	87
Calgary.....	866	1,154	1,289	3,360	5,104	2,277
Drumheller.....	36	110	21	200	246	180
Edmonton.....	1,019	1,205	1,784	5,179	5,149	2,526
Edson.....	49	29	1,155	207	232	112
Lethbridge.....	234	320	319	638	833	392
Medicine Hat.....	124	206	354	492	566	316
Red Deer.....	91	108	134	437	466	227
British Columbia	2,258	3,333	4,706	30,658	31,576	18,996
Chilliwack.....	68	332	42	626	595	455
Courtenay.....	32	30	81	830	571	426
Granbrook.....	21	13	33	217	287	158
Dawson Creek.....	56	59	81	280	327	129
Duncan.....	38	55	69	400	403	549
Kamloops.....	31	35	252	525	419	226
Kelowna.....	27	30	12	344	541	273
Kitimat.....	86	82	430	283	243	133
Mission City.....	12	300	41	461	512	269
Nanaimo.....	25	15	37	1,055	719	633
Nelson.....	56	26	33	293	371	292
New Westminster.....	321	296	315	3,806	4,085	2,217
Penticton.....	29	31	36	332	316	244
Port Alberni.....	26	38	117	558	587	583
Prince George.....	134	145	192	787	1,220	445
Prince Rupert.....	81	90	83	376	511	205
Princeton.....	10	7	22	144	175	49
Trail.....	15	8	25	285	465	350
Vancouver.....	915	1,236	2,118	16,195	15,642	8,866
Vernon.....	43	106	77	339	733	202
Victoria.....	185	355	407	2,373	2,627	1,940
Whitehorse.....	47	44	103	149	227	122
Canada	34,897	39,486	57,831	256,346	266,502	174,689
Males.....	20,837	21,843	38,195	171,765	180,521	105,417
Females.....	14,060	17,643	19,636	84,581	85,981	69,272

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,753	379,085	210,189	136,400
1956 (7 months).....	589,567	425,975	163,582	39,527	140,095	214,407	122,839	72,699
1957 (7 months).....	515,419	349,315	166,104	32,845	125,850	183,687	111,085	61,952

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	4.0	1,113	17,797 (525)	383,772
Prince Edward Island.....	.7	271	3,069 (206)	55,028
Nova Scotia.....	7.4	2,867	32,409 (2,982)	607,395
New Brunswick.....	7.7	2,561	33,842 (2,009)	688,133
Quebec.....	51.2	23,301	225,184 (33,595)	4,516,227
Ontario.....	55.8	26,676	245,701 (26,679)	4,928,097
Manitoba.....	5.5	1,978	24,404 (3,301)	457,039
Saskatchewan.....	2.4	850	10,522 (1,751)	202,251
Alberta.....	5.7	3,204	25,085 (2,236)	523,500
British Columbia.....	15.4	8,632	67,871 (7,584)	1,438,390
Total, Canada, July 1957.....	155.8	71,453	685,884 (80,868)	13,799,832
Total, Canada, June 1957.....	177.3	64,546	709,167 (73,923)	14,356,036
Total, Canada, July 1956.....	104.0	37,544	436,797 (68,103)	7,927,559

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JULY 31, 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)									July 31, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	205,779	51,459	18,229	23,972	30,147	21,813	16,982	12,945	30,232	138,467
Male.....	138,938	37,845	12,773	16,118	19,560	13,866	11,247	8,731	18,798	82,239
Female.....	66,841	13,614	5,456	7,854	10,587	7,947	5,735	4,214	11,434	56,228
Newfoundland.....	4,507	784	387	433	532	467	518	383	1,003	3,290
Male.....	4,007	690	362	387	473	408	471	345	871	2,919
Female.....	500	94	25	46	59	59	47	38	132	371
Prince Edward Island....	831	120	58	124	146	115	76	53	139	610
Male.....	611	89	47	97	109	74	59	40	96	385
Female.....	220	31	11	27	37	41	17	13	43	225
Nova Scotia.....	9,985	2,005	752	1,066	1,483	1,343	1,011	619	1,706	7,422
Male.....	8,081	1,695	612	837	1,204	1,089	838	496	1,310	5,892
Female.....	1,904	310	140	229	279	254	173	123	396	1,530
New Brunswick.....	9,400	2,162	523	874	1,412	1,445 ¹	1,234	569	1,181	6,117
Male.....	7,532	1,703	412	708	1,127	1,221	1,076	457	828	4,306
Female.....	1,868	459	111	166	285	224	158	112	358	1,811
Quebec.....	64,340	14,427	6,803	7,817	9,639	6,973	5,670	4,517	8,494	46,754
Male.....	43,229	10,710	4,720	5,219	6,105	4,272	3,654	3,209	5,340	26,775
Female.....	21,111	3,717	2,083	2,598	3,534	2,701	2,016	1,308	3,154	19,979
Ontario.....	78,815	22,924	6,272	8,796	11,385	7,873	5,693	4,550	11,322	50,559
Male.....	49,453	15,988	4,096	5,543	6,862	4,535	3,304	2,711	6,414	28,654
Female.....	29,362	6,936	2,176	3,253	4,523	3,338	2,389	1,839	4,908	21,905
Manitoba.....	6,721	1,646	389	630	990	680	522	402	1,462	5,229
Male.....	3,783	1,082	220	324	528	340	277	238	774	2,466
Female.....	2,938	564	169	306	462	340	245	164	688	2,763
Saskatchewan.....	2,675	413	242	303	403	248	265	183	618	2,283
Male.....	1,453	225	126	144	198	138	166	111	345	1,103
Female.....	1,222	188	116	159	205	110	99	72	273	1,180
Alberta.....	7,918	1,984	874	1,087	957	684	702	512	1,118	4,253
Male.....	6,061	1,595	688	881	702	486	541	390	778	2,726
Female.....	1,857	389	186	206	255	198	161	122	340	1,527
British Columbia.....	20,587	4,994	1,929	2,842	3,200	1,985	1,291	1,157	3,189	11,950
Male.....	14,728	4,068	1,490	1,978	2,252	1,303	861	734	2,042	7,013
Female.....	5,859	926	439	864	948	682	430	423	1,147	4,937

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending At End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,820	1,095	725	1,587	1,078	509	802
Prince Edward Island.....	344	234	110	352	263	89	78
Nova Scotia.....	4,301	2,390	1,911	3,910	2,913	997	1,283
New Brunswick.....	3,965	2,448	1,517	3,587	2,800	787	1,168
Quebec.....	35,456	20,504	14,952	34,666	27,589	7,077	9,039
Ontario.....	46,019	26,479	19,540	42,217	33,966	8,251	12,224
Manitoba.....	3,194	1,863	1,331	3,005	2,332	673	596
Saskatchewan.....	1,216	837	379	1,177	801	376	240
Alberta.....	5,123	2,405	2,718	4,665	3,792	903	1,521
British Columbia.....	12,669	6,359	6,310	13,153	10,144	3,009	2,532
Total, Canada, July 1957.....	114,107	64,614	49,493	108,349	85,678	22,671	29,283
Total, Canada, June 1957.....	86,419	49,768	36,651	89,141	68,227	20,914	23,525
Total, Canada, July 1956.....	73,547	45,740	27,807	66,910	50,091	16,819	20,057

* In addition, revised claims received numbered 19,090.

† In addition, 19,532 revised claims were disposed of. Of these, 1,489 were special requests not granted and 1,135 were appeals by claimants. There were 2,905 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—June.....	3,726,330	3,458,280	268,070
July.....	3,744,000	3,608,000	136,000
August.....	3,785,000	3,646,500	138,500
September.....	3,788,000	3,655,700	132,300
October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July‡.....	3,889,500	3,686,000	204,500

* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The July estimate is preliminary, subject to revision when the employment index for this date becomes available.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9

TABLE F-2. CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1957

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1956	July 1957	August 1957					
(1) St. John's, Nfld.....	110.2	109.6	110.5	110.6	110.5	102.0	108.8	116.0
Halifax.....	117.6	119.3	120.6	115.0	129.5	113.2	125.3	125.3
Saint John.....	120.3	122.4	123.3	118.9	132.8	117.8	121.2	130.3
Montreal.....	118.9	122.0	122.2	121.6	140.4	104.8	116.7	126.0
Ottawa.....	120.4	123.4	124.0	119.2	142.7	111.7	118.6	129.9
Toronto.....	122.0	125.5	125.9	119.5	150.8	111.8	119.5	130.2
Winnipeg.....	117.0	120.0	120.7	118.5	129.0	112.6	116.9	125.4
Saskatoon—Regina.....	116.2	119.3	120.2	119.8	118.9	118.5	121.6	120.9
Edmonton—Calgary.....	116.1	119.1	119.8	117.7	121.6	116.0	119.9	124.1
Vancouver.....	119.6	121.7	122.5	118.7	132.1	111.7	128.9	124.6

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-AUGUST 1956, 1957†

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
August.....	25	42	7,044	14,532	187,450	0.20
Cumulative totals.....	177		57,112		1,016,800	0.14
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
Cumulative Totals.....	172		69,731		960,520	0.13

* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one days' duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, AUGUST 1957, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began ⁽¹⁾	Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					August	To Date		
In Progress Prior to August 1957								
MINING— Other— Gaspé Copper Mines, Murdochville, Que.	United Steel Workers of America, No. 4881, AFL-CIO/C.L.C.	400	Mar. 10	.....	10,800	92,835	Recognition of union as bargaining agent.	.....
	International Association of Machinists, No. 438, AFL-CIO/C.L.C.	119	July 9	.....	2,620	4,640	Wage increases as recommended by majority report of conciliation board.	.....
	of Non-Ferrous Metal— Aluminum Company Canada, Limited, Arvida, Que.	National Syndicate of Aluminum Employees of Arvida, COCL.	5,999 ⁽²⁾	May 17	*	131,975	449,920	Wages, working conditions and a master contract covering company's activities in Quebec.
Chemical Products— Lever Bros. Ltd., Canada, Toronto, Ont.	International Chemical Workers Union, No. 32, AFL-CIO/C.L.C.	555	May 13	.....	2,220	34,020	Wages, conciliation procedures completed.	.....
TRANSPORTATION— Canadian National Steamships, Montreal, Que.	Seafarers International Union of North America, AFL-CIO/C.L.C.	158	June 22	.....	3,475	5,385	Wages and other benefits.	.....
Commencing in August 1957								
MINING— Coal— Cumberland Railway and Coal Company, Springhill, N.S.	United Mine Workers of America, No. 4514, IND.	800	Aug. 29	Aug. 29	800	800	Work assignment.	Return of workers.
	Dominion Coal Co., No. 16 Colliery, Waterford, N.S.	1,030	Aug. 22	Aug. 26	1,545	1,545	Assignment of workers.	Return of workers, further negotiations.

MANUFACTURING—

<i>Textiles</i> Canadian Celanese Ltd., Drummondville, Que.	Textile Workers Union of America, AFL-CIO/CLC.	100 ⁽³⁾	Aug. 26	Aug. 31	500	500	Work load and union recog- nition.	Return of workers, re- ferral to arbitration.
<i>Transportation equipment—</i> Ferguson Industries Ltd., Piloton, N.S.	United Steel Workers of America, No. 4702, AFL- CIO/CLC.	450	Aug. 19	Aug. 20	475	475	Protest of profane and abusive language by foreman.	Return of workers when foreman disciplined.
<i>Non-Metallic Minerals—</i> The Canadian Rock Salt Co. Ltd., Ojibway, Ont.	International Union of Oper- ating Engineers, No. 793, AFL-CIO/CLC.	154	Aug. 2	Aug. 9	770	770	Wages, conciliation procedures completed.	Return of workers and referral to arbitration.
American Standard Products Canada Ltd., Toronto, Ont.	International Brotherhood Operative Potters No. 231, AFL-CIO/CLC.	150	Aug. 15	Aug. 19	75	75	Disciplinary dismissal of two employees.	Referral to arbitration.
<i>CONSTRUCTION—</i> Saguenay-Kitimat Co., Kitimat, B.C.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1081, AFL- CIO/CLC.	158 ⁽⁴⁾	Aug. 1	Aug. 12	1,420	1,420	Wages and fringe benefits.	Retroactive wage in- crease, medical plan, new apprentice wage scale, establishment of committee to look into camp and food con- ditions and travelling time from point of hiring
Saint John Builders Ex- change, Saint John, N.B.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1386, AFL-CIO/ CLC.	975 ⁽⁵⁾	Aug. 5	Aug. 9	3,900	3,900	Wages, conciliation procedures completed.	Increased wages, further 5 cents an hour, April 30, 1957 and a two year contract.
Better Floor Bureau of Vancouver, Vancouver, B.C.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1541, AFL-CIO/ CLC.	200	Aug. 12	Aug. 19	1,000	1,000	Wages.	Increase of 45 cents an hour over one year period and a two year contract.
Various Plumbing and Heating Contractors, Toronto, Ont.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry of U.S.A. and Canada, No. 46, AFL- CIO/CLC.	2,270	Aug. 26	.....	11,350	11,350	Wages, conciliation procedures completed.	.....
<i>TRADING—</i> Concrete Products Ltd., St. Johns West, Nfld.	Transport and Allied Workers Union, No. 885, of The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO/ CLC.	226	Aug. 6	.....	4,745	4,745	Delay in signing first agree- ment, conciliation procedures completed.	.....

(1) In this table the date commenced is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.
 (2) 1,809 indirectly affected; (3) 15 indirectly affected; (4) 664 indirectly affected; (5) 25 indirectly affected.
 * Terminated September 19; details will be shown in the September report.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1957 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects													
Struck by.....	8	15		11	14	19	1	7	1				76
(a) Tools, machinery, cranes, etc.....		3			7	3			1				14
(b) Moving vehicles.....	2			1	1	10		3					17
(c) Other objects.....	6	12		10	6	6	1	4					45
Caught In, On or Between Machinery, Vehicles, etc..	1	1	1	6	6	5		2					22
Collisions, Derailments, Wrecks, etc.....	15	9	1	3	4	11		26	3		7		79
Falls and Slips.....	2	9	3	3	5	16		7	1		4		50
(a) Falls on same level.....											1		1
(b) Falls to different levels.....	2	9	3	3	5	16		7	1		3		49
Conflagrations, Temperature Extremes and Explosions.....				1	10	3		1	1				16
Inhalation, Absorptions, Asphyxiation, etc.....				6	2	1							9
Electric Current.....				3	11	4	4						22
Over-exertion and Industrial Diseases.....		1		1	3			1	1				7
Miscellaneous Accidents.....				1	1	2							4
Total, Second Quarter—1957	26	35	5	32	45	71	5	48	7		11		285*
Total, Second Quarter—1956	30	52	3	62	37	53	10	46	16		22		331

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1957

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1	4	14		5	2			26
Logging.....				1	9	6				19		35
Fishing and Trapping.....			2			1	1			1		5
Mining and Quarrying.....			3		4	11	3	1	3	7		32
Manufacturing.....			2	1	12	15	5	1	1	8		45
Construction.....	2		2		15	20	3	7	6	16		71
Electricity, Gas, Water Production and Supply.....				2		3						5
Transportation, Storage and Communications.....			1	8	16	9	1	1	5	6		48
Trade.....	1				1	3			1	2		7
Finance.....												
Service.....					3	5				3		11
Unclassified.....												
Total.....	3		10	13	64	87	13	15	18	62		285*

* Of this total 212 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 73 were obtained from other non-official sources.

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Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of

the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 1154.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roverval and St. Joseph d'Alma; Gaspé District includes Causapsal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Isles; Sherbrooke includes Sherbrooke and Magog; Trois Rivières includes Trois Rivières and Louiseville; Toronto includes Oakville, New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 109 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

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